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manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

The estimated number of persons with jobs remained almost unchanged between July and August, following a strong advance in the previous month. Since spring, total employment, adjusted for seasonal changes, has been rising slowly and unevenly; in August it was about 1 per cent above the low point in February but was still not up to last year's high. The number of persons without jobs and seeking work continued to decrease.

The number of persons with jobs in August, at 6,025,000, was up only 2,000 from July, a considerably smaller rise than the average of past years. Agricultural employment rose by 17,000 during the month but was offset by a decline in non-farm employment. The decline was limited to male workers. The number working less than full-time because of short time or turnover dropped moderately. On the other hand, the number on temporary layoff (estimated at 37,000) was markedly higher than it has been at this time for several years.

The labour force growth has been much smaller in recent months than it was during 1956-1957. In August, the labour force estimate was 6,306,000, an increase of just over 1 per cent from the year earlier. The growth rate prevailing through most of last year was more than 3 per cent.

The number of persons without jobs and seeking work was estimated to be 281,000 in August, down 10,000 from July but still 60 per cent higher than a year earlier. This increase is reflected in the classification of labour market areas (table, p. 948) which shows that 50 of 109 areas were in labour surplus categories, compared with 28 a year ago.

The business trends of various industries have differed sharply in the past year. The goods producing sector has experienced a fairly sharp contraction, while a further expansion of the trade, finance and service industries has sustained the level of total non-farm employment (see below). The main weaknesses have been in forestry, mining, non-residential construction and durable goods manufacturing.

Apart from trade, finance and services, the main source of strength has been the high rate of residential construction. According to preliminary estimates, the number of new units started in larger urban centres during August was close to one-third greater than in August 1957 and the total for eight months was 54 per cent greater. The recent announcement that builders

may obtain NHA loans for an additional 25 dwelling units each is expected to maintain a high rate of activity in the industry during the remaining months of this year. The annual total of new units started may well exceed 150,000.

PERSONS WITH JOBS, SELECTED INDUSTRIES

	August 1958	Change from August 1957
Total Non-Farm.....	5,157,000	+ 9,000
Forestry.....	83,000	-10,000
Mining.....	104,000	-15,000
Manufacturing.....	1,501,000	-54,000
Construction.....	512,000	-19,000
Transportation.....	442,000	- 9,000
Trade.....	948,000	+45,000
Finance.....	214,000	+11,000
Service.....	1,246,000	+65,000

SOURCE: The Labour Force, DBS.

shutdown of automobile plants in preparation for the production of new models. This resulted in heavy layoffs in Windsor, Oshawa, Oakville, and Hamilton. The shutdown also affected supply plants, particularly those in St. Catharines and Sarnia.

In the Atlantic region a reduced pulp-cutting program resulted in the early release of some 2,000 workers in Newfoundland, and in Nova Scotia a cutback in coal mining affected more than 6,000 workers in Sydney and New Glasgow. Staggered layoffs were instituted in July, and in August all mines were closed for three weeks—a two-week holiday period and one additional week. A return to full-time employment was expected in September.

The current business recession has affected all parts of the country during the past year, although the rates of decline and recovery differed considerably.

PERSONS WITH JOBS, BY REGION

	August 1958	Change from August 1957
Canada.....	6,025,000	-22,000
Atlantic Provinces.....	517,000	-19,000
Quebec Provinces.....	1,675,000	+23,000
Ontario Provinces.....	2,220,000	-34,000
Prairie Provinces.....	1,080,000	+21,000
British Columbia.....	533,000	-13,000

Other parts of the construction industry have been less buoyant. The investment intentions survey, as revised at mid-year, indicated that outlays on new non-residential construction in 1958 would be down 6.7 per cent from 1957. Actual expenditures in the first half of this year were 7 per cent less than the first half of 1957.

The most significant declines in activity occurred in the Ontario and Atlantic regions. The reduction in Ontario was largely the result of a

shutdown of automobile plants in preparation for the production of new models. This resulted in heavy layoffs in Windsor, Oshawa, Oakville, and Hamilton. The shutdown also affected supply plants, particularly those in St. Catharines and Sarnia.

Recent Economic Trends

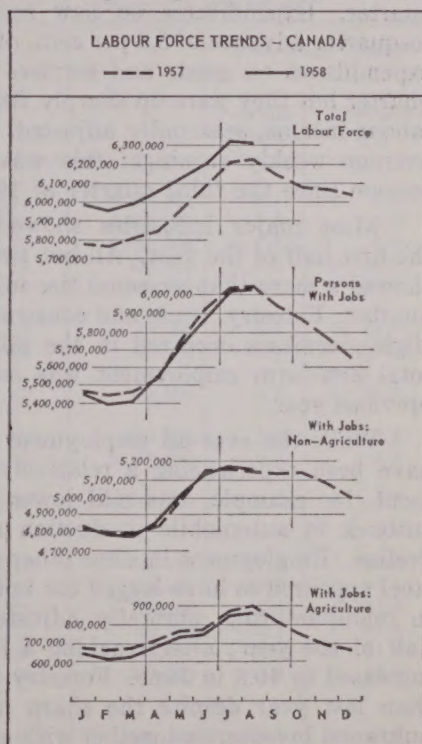
Most measures of business activity have shown moderate advances in recent months, indicating that the low point in economic activity was reached sometime this spring. Industrial production, on a seasonally adjusted basis, increased from a low of 272.0 in December 1957 to 280.8 in June. Total non-farm output showed a more moderate rise, about 1 per cent from the first to the second quarter. Non-farm employment (seasonally adjusted) showed an upturn in April after declining steadily for five months, and had advanced by more than 3 per cent in August.

The recovery in industrial production was fairly widely diffused in manufacturing and mining. Of the 18 industries comprising the index, 12 were expanding in May while only 4 were showing advances six months earlier. The upturn in production is noteworthy not only for its breadth, but also because strong advances were taking place in some of the industries that were hardest hit during the recession. Output of iron and steel products, seasonally adjusted, increased by 6.5 per cent between December and May, recovering almost one third of the preceding drop. Electrical apparatus and supplies showed an even sharper rise in output, although the turning point occurred somewhat later than in iron and steel (March compared with December). In the three months, March to June, production of electrical apparatus had risen by almost 10 per cent, making up for more than half of the loss that occurred in the preceding nine months.

The rising trend of iron and steel production is attributable to increasing demand from many sectors, particularly railways and construction. As a result, the inventory liquidation of past months has been halted and new orders have been met by increasing output. New orders for steel in July were substantially larger than in any month since the start of the business recession.

Production of electrical supplies turned upwards early in the year in response to a rising trend in orders. New orders for electrical supplies increased moderately from the first to the second quarter, reflecting firmer demands for various types of household appliances and electrical equipment. Much of the strength came from the record rate of housebuilding undertaken in the first half of the year.

Over-all business activity showed a relatively modest increase in recent months but the turnabout in trend was encouraging. The second quarter estimates of the Gross National Product, which measures the total value of goods and services produced, stood at \$32,248 million (seasonally adjusted at annual rates), up \$564 million from the first quarter. While part of the rise was due to price increases there was strong evidence of improvement in some sectors of the economy which previously had shown weaknesses. Outlays for new non-residential construction, seasonally adjusted, fell only about 2 per cent from the first to the second quarter, in contrast to a drop of about 10 per cent in the first quarter. Exports of goods and services advanced moderately after declining in both the fourth quarter of 1957 and the first quarter of this year. Grain, uranium and aircraft accounted for much of the increase in exports.



Increased outlays by governments for goods and services, and higher expenditures for housing, were additional sources of strength in the second quarter. Expenditures on new residential construction showed a quarter-to-quarter advance of 8.8 per cent, after allowing for seasonal factors. Personal expenditures on goods and services were virtually unchanged from the first quarter but they were up sharply from a year ago. Wages and supplementary labour income, seasonally adjusted, increased by 2 per cent, reflecting higher average weekly earnings; this was the first significant advance in labour income since the third quarter of 1957.

Most major industries showed some recovery in employment during the first half of the year. All but two of the eight leading non-farm industries showed a more-than-seasonal rise in employment between the first and second quarter. Forestry, trade and construction showed the most improvement while slight decreases occurred in the mining and service industries. By August, total non-farm employment was estimated to be 9,000 higher than in the previous year.

While the over-all employment picture is encouraging, certain industries have been experiencing a relatively slow recovery. Manufacturing employment, for example, was still lower in July than it was last year; a sharp cutback in automobile production accounted for much of the year-to-year decline. Employment in some other sectors of manufacturing such as iron and steel appeared to have lagged the upturn in production. Average hours worked in manufacturing, normally adjusted, were rising steadily during the first half of the year; after reaching a low of 39.5 in January 1958 the average increased to 40.8 in June. Forestry employment remained considerably lower than last year despite the sharp upturn in the second quarter. Excessive pulpwood inventories together with a failure to increase output in the pulp and paper industry continued to retard pulpwood production.

DISTRIBUTION OF LABOUR MARKET AREAS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Sept. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1957
Metropolitan.....	1	1	4	3	6	7	—	—
Major Industrial.....	4	1	18	11	5	15	—	—
Major Agricultural.....	—	—	2	2	12	12	—	—
Minor.....	3	—	19	10	35	47	—	—
Total.....	8	2	43	26	58	81	—	—

* See inside back cover April issue.

Current Labour Statistics

(Latest available statistics as of September 10, 1958; subject to revision)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower—</i>				
Total civilian labour force (a).....	Aug. 23	6,306,000	— 0.1	+ 1.3
Total persons with jobs.....	Aug. 23	6,025,000	0.0	— 0.4
At work 35 hours or more.....	Aug. 23	5,059,000	+ 0.7	— 3.9
At work less than 35 hours.....	Aug. 23	457,000	— 6.9	+ 26.2
With jobs but not at work.....	Aug. 23	509,000	+ 0.4	+ 20.6
With jobs but on short time.....	Aug. 23	45,000	+ 2.3	+ 40.6
With jobs but laid off full week.....	Aug. 23	37,000	+85.0	+ 105.6
Persons without jobs and seeking work.....	Aug. 23	281,000	— 3.4	+ 59.7
Persons with jobs in agriculture.....	Aug. 23	868,000	+ 2.0	— 3.5
Persons with jobs in non-agriculture.....	Aug. 23	5,157,000	— 0.3	— 0.2
Total paid workers.....	Aug. 23	4,762,000	+ 0.3	+ 0.7
Registered for work, NES (b)				
Atlantic.....	Aug. 21	40,100	—17.2	+ 56.0
Quebec.....	Aug. 21	103,600	—19.6	+ 47.4
Ontario.....	Aug. 21	130,200	— 3.7	+ 31.8
Prairie.....	Aug. 21	35,300	—20.1	+ 44.1
Pacific.....	Aug. 21	48,500	—12.9	+ 64.4
Total, all regions.....	Aug. 21	357,700	—13.3	+ 43.8
Claimants for Unemployment Insurance benefit.....				
Amount of benefit payments.....	Aug. 1	300,826	—32.5	+ 46.2
	July	\$26,815,103	—27.5	+ 94.3
Industrial employment (1949 = 100).....	July 1	121.1	+ 2.0	— 4.4
Manufacturing employment (1949 = 100).....	July 1	111.9	+ 1.4	— 5.5
Immigration.....	1st 6 mos.	67,744	—	— 62.9(c)
Destined to the labour force.....	1st 6 mos.	35,742	—	— 65.8(c)
<i>Conciliation Services (ex. Quebec)</i>				
Number of cases in progress.....	July	858	—	—
Number of workers involved.....	July	329,195	—	—
<i>Strikes and Lockouts</i>				
No. of strikes.....	August	54	—	+ 0.6(c)
No. of workers involved.....	August	18,495	—	— 2.4(c)
No. of days lost.....	August	255,360	—	— 1.1(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	July 1	\$70.63	— 0.2	+ 3.4
Average hourly earnings (mfg.).....	July 1	\$1.67	0.0	+ 3.5
Average hours worked per week (mfg.).....	July 1	40.5	— 0.5	— 0.3
Average weekly earnings (mfg.).....	July 1	\$67.51	— 0.8	+ 3.3
Consumer price index (av. 1949 = 100).....	Aug. 1	125.2	+ 0.4	+ 2.1
Real weekly earnings (mfg. av. 1949 = 100).....	July 1	129.8	— 0.5	+ 1.0
Total labour income..... \$000,000	July	1,335	— 1.3	+ 1.8
<i>Industrial Production—</i>				
Total (average 1935-39 = 100).....	July	278.1	— 5.3	— 2.0
Manufacturing.....	July	271.1	— 6.9	— 2.3
Durables.....	July	313.5	— 8.1	— 4.6
Non-Durables.....	July	244.1	— 5.8	— 0.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover of April issue.

(b) See inside back cover, April issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The Bargaining Scene

The number of major agreements affected by bargaining activity declined further in August from the peak reached in July to a total of 78 agreements covering 413,000 workers. Despite this decline, there has been a substantial increase in conciliation activity. Only two settlements were recorded during the month. One, covering more than 30,000 lumber workers on the B.C. coasts, provided no wage increase for the duration of the new agreement. The other provided a 30-cent-an-hour increase over two years for construction workers in Toronto.

In the railway negotiations, the union has accepted the majority report of the conciliation board on the non-operating trades. The railways have said they will implement the majority report if they can obtain permission to increase freight rates. The unions in the meantime have been preparing a strike ballot.

Bargaining Status of Major Agreements Reviewed, September 15, 1958

N = negotiating C = conciliation P/C = post conciliation

A = arbitration W/S = work stoppage.

Brackets indicate information not confirmed

* Contract expires September 1958.

Company and Location	Union	Status	
		Aug. 15-Sept. 15	
Abitibi Power & Paper, Iroquois Falls.....	4 paper mill unions	C	C
Algoma Steel, Sault Ste. Marie.....	Steelworkers	C	C
Anglo Canadian Pulp & Paper, Quebec....	2 paper mill unions	N	C
Anglo-Nfld. Development, Grand Falls....	4 paper mill unions	N	C
Anglo-Nfld. Development, Grand Falls....	Woodworkers	N	N
Bowaters Pulp & Paper, Corner Brook....	4 paper mill unions	C	C
Brewers Warehousing, Ontario.....	Brewery Wkrs.	W/S	W/S
Canada Cement, Canada.....	Cement and Lime Wkrs.	C	C
C.B.C., Canada.....	NABET (Broadcasting)	C	C
Canadian Car Co., Montreal.....	Railway Carmen	N	N
Canadian Vickers, Montreal.....	Syndicate (CCCL)	N	N
Cdn. Vickers, Montreal.....	Various Craft Unions	N	N
Cdn. Westinghouse, Hamilton.....	United Electrical Wkrs.	C	C
Chrysler Corp., Windsor.....	Automobile Wkrs.	N	C
Coal Operators, Alberta.....	Mineworkers (2 agreements)	C	(C)
Consolidated Paper, Quebec.....	2 paper mill unions	C	C
Davie Shipbuilding, Lauzon.....	Syndicate (CCCL)	N	W/S
Dominion Textiles, Quebec.....	Syndicate (CCCL)	C	A
Dominion Textiles, Montreal.....	Syndicate (CCCL)	N	C
Dupuis Freres, Montreal.....	Syndicate (CCCL)	C	C
E. B. Eddy, Hull and Ottawa.....	3 paper mill unions	C	C
Falconbridge Nickel Mines.....	Mine Mill Wkrs.	N	N
Ford Motor Co., Ontario.....	Automobile Wkrs.	N	N
General Motors, Ontario.....	Automobile Wkrs.	N	C
General Steel Wares, Ont. and Que.....	Steelworkers	N	C
Halifax Construction Assn., Halifax.....	Carpenters and Joiners	(N)	(N)
Halifax Construction Assn., Halifax.....	Hodcarriers	(C)	(C)
Halifax Shipyards, Halifax.....	Marine Wkrs.	N	N

Company and Location	Union	Status	
		Aug. 15-Sept. 15	
Hollinger Consolidated, Timmins.....	Steelworkers	C	C
Howard Smith Paper Mills, Cornwall.....	2 paper mill unions	N	N
International Nickel Co., Port Colborne....	Mine, Mill Wkrs.	C	C
International Nickel Co., Sudbury.....	Mine, Mill Wkrs.	C	C
Lake Carriers Assn., Great Lakes.....	Seafarers	C	C
Marine Industries, Sorel.....	Syndicate (CCCL)	N	N
Massey-Harris-Ferguson, Ontario.....	Automobile Wkrs.	N	N
Master Plumbers Assn., Edmonton.....	Plumbers	A	(A)
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Wkrs.	C	C
Montreal Cottons, Valleyfield.....	UTW (Textile Wkrs.)	N	C
Motor Transport Ind. Rel. Bureau, Hamilton.....	Teamsters	C	C
Motor Transport Ind. Rel. Bureau, Toronto.....	Teamsters	C	C
Newfoundland Employers' Assn., St. John's	LPU (Longshoremen)	N	W/S
N. Interior Lumberman's Assn., Northern, B.C.....	Woodworkers	N	C
Okanagan Fed. Shippers, Okanagan.....	Fruit Wkrs.	N	N
Polymer Corp., Sarnia.....	Oil, Chemical Wkrs.	C	C
Price Bros., Quebec.....	Syndicate (CCCL)	N	C
Royal York Hotel, Toronto.....	Hotel Employees	N	N
Saskatchewan Wheat Pool, Ont., Man., Sask.	SWP Employees	N	N
Shawinigan Chemicals, Shawinigan Falls... S. Interior Lumberman's Assn., Southern B.C.....	Syndicate (CCCL)	A	A
	Woodworkers	N	C
Steel Co. of Canada, Hamilton.....	Steelworkers	W/S	W/S
Sudbury Builders' Exchange, Sudbury.....	Hodcarriers	A	A
Toronto Builders Exchange, Toronto.....	Carpenters	C	C
City of Toronto, Toronto.....	Public Service Employees	C	C
Vancouver Dairies, Vancouver.....	Teamsters	N	N
Vancouver Builders, Vancouver.....	Plumbers	W/S	W/S

THE BARGAINING SCENE SEPTEMBER 15, 1958

Bargaining Units of 1,000 or More Employees

August 1, 1958 to*October 31, 1958

	Agreements	Workers
In Negotiations and Terminating in Period	78	413,100
Bargaining carried over from July	53	308,800
Terminating in period Aug. 1-Oct. 31	25	104,300
Settlements Achieved Aug. 15-Sept. 15	2	38,000
Negotiations Continuing at Sept. 15	71	350,300
Bargaining in progress	22	71,400
Conciliation in progress	35	105,700
Post Conciliation	5	153,700
Work Stoppage	5	12,100
Arbitration	4	7,400
Negotiations not yet begun	5	24,800

TABLE 1

Major Terms of Contracts Settled between
January 1 and July 31, 1958

—	Current Agree- ments	Previous Agree- ments
Term of Agreement—		
1 year or less	12	12
More than 1 year	18	18
Union Security—		
Union Shop	9	9
Other Form	3	3
Weekly Hours—		
40 or Less	19	19
More than 40	4	4
Paid Statutory Holidays—		
Seven or Less	2	3
Eight or More	23	22
Third Week Vacation—		
After less than 15 years service	13	11
After 15 years service	14	14
After more than 15 years service	2	2
Fourth Week Vacation	11	11
Saturday Rate—		
Time and one-half	11	9
More than time and one-half	9	9
Sunday Rate—		
Time and one-half	7	6
More than time and one-half	12	13
Supplemental Unemployment		
Benefit Plan	0	0
Severance Pay	9	8
Pension Plan	10	9
Group Hospital-Medical Plan	8	8
Cost-of-Living Escalator	2	1

In the July issue of the Labour Gazette information was given on wage changes in a sample of major agreements this year. This month Table 1 shows a breakdown of the principal fringe benefit clauses in 30 major agreements signed between January 1 and July 31, 1958. A comparison of the provisions of current and former agreements shows that fringe benefit items have remained static this year for these larger agreements. Last year the tendency in the major bargaining units was for longer-term agreements, improved vacations, increased union security, shorter working hours, the introduction of a few supplementary unemployment benefit plans and the extension of pension and medical plans. This year seems to have been one of little change, with maintenance of existing provisions.

Manpower Situation in Local Areas

ATLANTIC

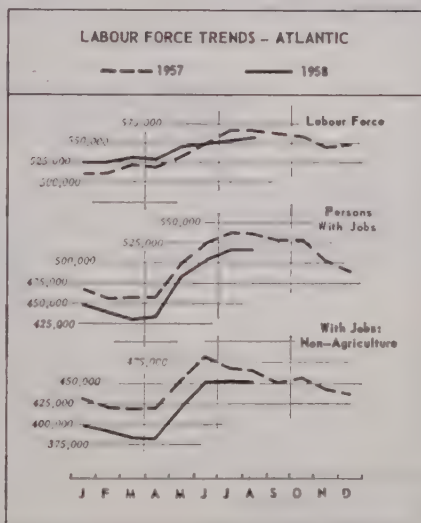
The number of persons with jobs in the Atlantic region was estimated at 517,000 at August 23, virtually unchanged from the previous month but 19,000 lower than a year before. Temporary layoffs were prevalent in August, particularly in coal mining. More than 6,000 coal miners in Nova Scotia were on temporary layoff as the DOSCO mines remained closed for a week after the normal two-week shutdown for annual vacation. Progressive layoffs were reported in certain parts of manufacturing, notably in shipbuilding and railway rolling stock. Pulpwood logging was sharply curtailed during the month, particularly in Newfoundland, where this year's cutting was almost completed.

Retail trade was maintained at a fairly high level despite the fact that weaknesses existed in some of the major industries.

The effects of the current business recession have been more marked in this region than in other parts of the country. Industrial employment in July was almost 7 per cent lower than a year earlier. The drop was shared about evenly by Newfoundland, Nova Scotia and New Brunswick; the decline in Prince Edward Island was more moderate.

Most major industries in the region have been operating well below capacity for more than a year. Forestry recorded the sharpest curtailment in production and employment but weaknesses were also apparent in manufacturing, transportation and coal mining. During the first seven months of 1958 manufacturing employment was, on the average, about 6 per cent lower than last year; most of the drop occurred in primary iron and steel, shipbuilding and railway rolling stock. Construction employment expanded more slowly than expected this year so that in July it was still somewhat lower than last year. However, recent reports indicate that the seasonal peak in construction employment had not been reached by July and that further improvement could be expected. While the value of contracts awarded in the first seven months of 1958 was almost double that of last year many of the larger jobs were still in the early stages of building, when manpower requirements are lowest.

At September 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (0); in moderate surplus, 7 (7); in balance, 11 (14).



CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1, 1958

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Montreal Quebec-Levis Vancouver- New Westminster	Calgary Edmonton Ottawa-Hull → ST. JOHN'S Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Cornwall NEW GLASGOW ← OSHAWA ← SYDNEY ←	Brantford Corner Brook Farnham-Granby Ft. William Pt. Arthur Joliette Lac St. Jean LONDON ← Moncton Niagara Peninsula Peterborough → ROUYN-VAL D'OR Saint John Sarnia Shawinigan Sherbrooke Sudbury Trois Rivières Victoria	Guelph Halifax Kingston Kitchener Timmins Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Chatham Thetford Mines- Megantic-St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	Central Vancouver- Island St. Stephen SOREL ←	Beauharnois Campbellton Chilliwack Dawson Creek Drummondville Fredericton Gaspé Lindsay Newcastle OKANAGAN VALLEY ← Owen Sound Prince George Quebec North Shore Rimouski St. Jean Sault Ste. Marie Valleyfield Victoriaville Woodstock, N.B.	→ BATHURST → BELLEVILLE- TRENTON Bracebridge Brampton → BRIDGEWATER Cranbrook Dauphin Drumheller → EDMUNDSTON → GALT Goderich Grand Falls → KAMLOOPS Kentville Lachute-St. Therese Listowel Medicine Hat → MONTMAGNY North Bay → PEMBROKE Portage La Prairie Prince Rupert → STE. AGATHE- ST. JEROME St. Hyacinthe St. Thomas Simcoe Stratford → SUMMERSIDE Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock-Ingersoll → YARMOUTH	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover of April issue.

Local Area Developments

St. John's (metropolitan) was reclassified from Group 2 to Group 3. The construction industry was principally responsible for the improvement in this area but labour supplies were still not being fully utilized; registrations of skilled construction workers were about 20 per cent higher than last year. Forestry employment declined during the month to a level substantially lower than that of a year ago. The iron ore mines at Bell Island continued to be affected by the drop in demand for steel and remained idle during the last week of August. Total employment was somewhat lower than last year, mainly because of weaknesses in mining and forestry.

New Glasgow (major industrial) was reclassified from Group 2 to Group 1. Layoffs at Eastern Car Co. Ltd., resulted in a substantial rise in unemployment. Some rehiring can be expected to take place at this plant in September when production gets under way on a new freight car contract. All major manufacturing plants in the area were slack for the month as holiday shut-downs were in progress. The construction industry showed some improvement but there was still a heavy surplus of skilled workers.

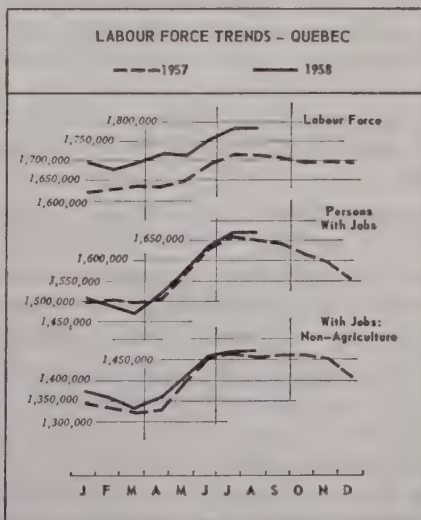
Sydney (major industrial) was reclassified from Group 2 to Group 1. All coal mines in the area were idle for a two-week vacation period, which was followed by a temporary layoff for one week. The cutback in coal production resulted from declining sales. Steel production was maintained at a fairly high level during the month. The construction industry was more active than in the previous month.

Bathurst, Bridgewater, Edmundston, Summerside and Yarmouth (minor) were reclassified from Group 2 to Group 3.

QUEBEC

Employment in the Quebec region showed little change during the month. The number of persons with jobs at August 23 was estimated at 1,675,000, virtually unchanged from the previous month but about 23,000 higher than a year earlier. Farm employment declined by 4,000 during the month, but the decline was offset by a corresponding gain in the non-agricultural sector. Unemployment remained at about the same level as in the previous month but continued to be substantially higher than last year.

Labour demand, as indicated by the number of job vacancies registered with the National Employment Service, increased significantly during August, although it was still below last year's level. Strengthening occurred mostly, though not entirely, in seasonal industries. Forestry employment, which had experienced a considerable drop in August 1957, remained stable in August of this year, although by the end of the month it was still below last year's



level. The construction industry continued to play an important part in the employment market and had a sustaining influence on employment in plants producing building materials and supplies. The number of housing units started in urban centres in the region during July was about 22 per cent higher than a year earlier, and the total for the first seven months of this year about 37 per cent above the corresponding period a year ago; a further gain was registered in August. Total construction employment in July was, however, still slightly below last year's level, owing to the decline in industrial construction.

In manufacturing, the textile industry as a whole showed little improvement over the month, but the clothing industry began recalling workers in preparation for the fall season, and some shortages of experienced workers were reported. The wood products industry benefited from the increased housebuilding, and the majority of plywood plants were working steadily. Among the iron and steel products industries, increased activity and new demands for labour were reported from plants producing structural steel and home appliances. Lack of orders resulted in a drastic staff reduction at the Canadian Car Company; however, the company has recently received a large order for railway rolling stock which should soon be reflected in increased activity.

Four of the 24 areas in the region were reclassified during the month, one from the moderate surplus to the substantial surplus category, and three to categories denoting less unemployment. At September 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 18 (11); in balance, 5 (13).

Local Area Developments

Montreal (metropolitan) remained in Group 2. Employment in July was fractionally below last year's level. Construction was mainly responsible for some improvement in the employment situation in August. Employment in the textile industry remained below last year's level, in spite of a seasonal increase in clothing manufacture. In the iron and steel products industry, output of structural steel and household appliances increased, but production of aircraft, aircraft parts, and railway rolling stock was down from a year ago.

Quebec-Levis (metropolitan) remained in Group 2. Employment in the area was at last year's level. A decline in manufacturing was offset by increases in the construction and service industries. A number of pulp and paper mills were still on short time. Some 2,000 employees of the Davie Shipbuilding Company at Lauzon were on strike.

Major Industrial Areas reclassified from Group 1 to Group 2—*Rouyn-Val d'Or*: The reclassification was due mainly to increased residential construction and the re-opening of a gold mine, which resulted in the hiring of 150 miners. **Shawinigan** (major industrial) remained in Group 2. A post-holiday recovery in the textile industry and increased seasonal activity in the leather products industry resulted in a decline in unemployment.

Montmagny (minor) was reclassified from Group 2 to Group 3.

Sorel (minor) was reclassified from Group 2 to Group 1, due mainly to layoffs at the shipyards.

ONTARIO

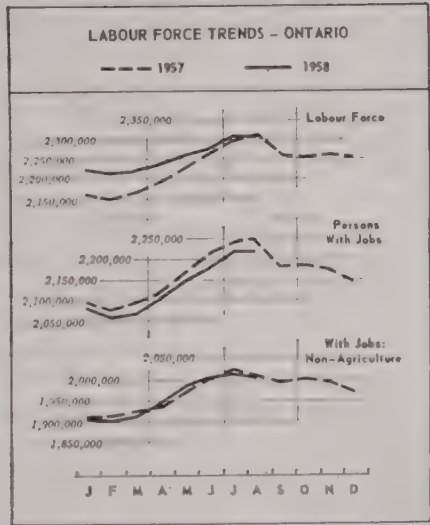
Total employment in Ontario remained virtually unchanged during the month. The number of persons with jobs at August 23 was estimated to be 2,220,000, fractionally lower than in the previous month and about 34,000 lower than a year earlier. A decline of about 13,000 in non-agricultural employment during the month was offset by a corresponding seasonal rise in farm employment. Almost two thirds of the year-to-year decline in total employment was accounted for by agriculture. Unemployment declined slightly during the month but remained higher than a year earlier.

During the second half of August, a return to pre-vacation activity was evident in most manufacturing industries; the important exceptions were the motor vehicle industry and the industries indirectly affected by the current labour disputes. Extensive shutdowns in the motor vehicle industry, resulting in a drop in production to less than half of last year's volume, kept some 10,000 automotive workers idle and were responsible for reduced employment in the automotive parts and accessories industries. The strike involving employees of the Steel Company of Canada and the Brewers' Warehouse Company affected employment in the supply industries and in transportation, contributing substantially to a decline in freight car loadings. So far, the output of steel products does not seem to have been affected by the Stelco shutdown. Steel users have been able to draw upon their accumulated stocks, although there have been reports of developing shortages. The food processing and garment industries reported normal seasonal increases in employment. Output and employment in the electrical appliances and farm implements industries showed a marked improvement. Construction remained the most buoyant industry in the region. The number of housing units started in urban centres in August, seasonally adjusted, was about 30 per cent higher than in July, exceeding last year's volume by about one-quarter. At the same time, institutional and commercial construction continued at a high level, particularly in larger centres.

Five of the 34 areas in the region were reclassified during the month, three from moderate surplus to the balance category, and two in the direction of increased unemployment. At September 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (2); in moderate surplus, 11 (6); in balance, 20 (26).

Local Area Developments

Metropolitan Areas, classifications remained unchanged: *Hamilton* (Group 2)—This area was most directly affected by the labour dispute that resulted in the closure of the four local plants of the Steel Company of Canada normally employing about 8,000 workers. The strike temporarily interrupted

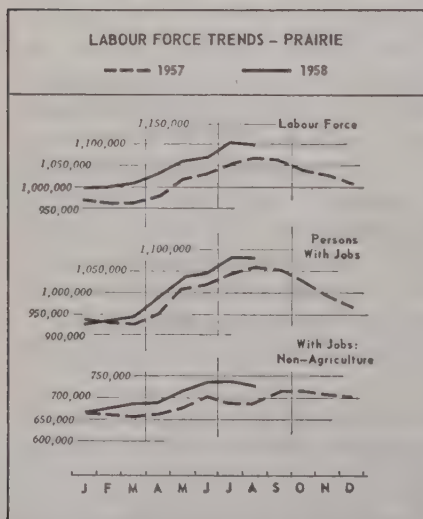


all trucking, construction and maintenance work done by outside contractors, and caused layoffs in the material and parts supplying industries. This was partly offset by high seasonal activity in the canning, food processing and farm implements industries. *Ottawa-Hull* (Group 3)—Most industries continued at a high level of activity. Labour demands from the construction industry increased during the month. One newsprint plant returned to a six-day work week. Total industrial employment was estimated to be slightly higher than a year ago. *Toronto* (Group 3)—Employment showed general improvement, as most plants resumed work following the annual holidays. However, much of the improvement was seasonal, particularly in the construction, canning and garment industries. In July, total industrial employment in the area was slightly below the year-earlier level. *Windsor* (Group 1)—August brought a further increase in the labour surplus, mainly as a result of temporary layoffs of automobile workers for prolonged annual vacations and model change-over. Production is expected to resume in September. **London** (major industrial) was reclassified from Group 3 to Group 2. The reclassification was due mainly to a slight easing-off in the production of heavy electrical equipment and to layoffs resulting from the Brewers' Warehouse strike.

Oshawa (major industrial) was reclassified from Group 2 to Group 1. A temporary shutdown of the automobile plant affected most local industries, which depend on the automobile industry.

Belleville-Trenton, Galt and Pembroke (minor) were classified from Group 2 to Group 3.

PRAIRIE



Persons with jobs in the Prairie region at August 23 were estimated at 1,080,000, unchanged from a month earlier but some 21,000 more than a year before. Unemployment declined slightly though it remained higher than in the same period last year. Agricultural employment increased as harvesting got under way but additional labour demands were readily met by local labour supplies, so that for the first time in many years the government-assisted movement of harvest labour from eastern Canada was not required.

Non-farm employment declined slightly, largely as a result of employment reductions in mining and transportation. Total manufacturing showed

strength, gains in some industries being offset by losses in others. Further hiring in the trade, finance and service industries was reported in most areas.

Employment trends showed little change in July. Total industrial employment remained at a slightly lower level than a year ago. Total construction employment continued to rise; residential construction activity remained at a record level in the Prairie region and other types of construction began to show strength as well. Between January and July, the number of housing

starts in urban centres with a population of 5,000 and over was almost 90 per cent higher this year than last. Manufacturing and transportation industries showed seasonal gains, although employment was about 3 per cent below year-earlier levels in both industries.

None of the 20 labour market areas was reclassified during the month. At September 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 2 (0); in balance, 18 (20).

Local Area Developments

Calgary (metropolitan) remained in Group 3. Unemployment declined seasonally but was considerably higher than a year ago. Residential construction was mainly responsible for the rise in employment although all types of construction shared in the increase. In July total industrial employment increased further but remained slightly lower than a year ago.

Edmonton (metropolitan) remained in Group 3. Increased construction activity, as well as seasonal gains in other industries, contributed largely to a rise in employment. Unemployment decreased moderately but was higher than in the same month a year ago. In July total industrial employment showed a further increase. While manufacturing and trade showed seasonal gains, coal mining declined further and employment in the development and production of oil showed no improvement.

Winnipeg (metropolitan) remained in Group 3. Employment increased further during the month as activity in all types of construction, manufacturing, trade and service industries increased. Construction employment showed marked increases and, as a result, temporary shortages occurred in various skilled occupations. Unemployment declined during the month but remained at a higher level than a year ago.

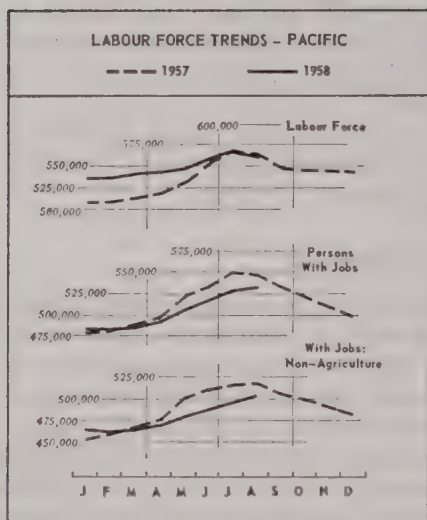
Fort William-Port Arthur (major industrial) remained in Group 2. There was only a slight decline in unemployment in this area as seasonal gains in construction and pulp and paper manufacturing industries were offset by declines in forestry, shipbuilding, transportation and grain storage. Progressive layoffs occurred in Port Arthur shipyards as work was nearing completion on an ice-breaker and a tanker. Substantially reduced grain shipments from the west resulted in layoffs of elevator and railway personnel. Forestry employment was down 32 per cent from a year ago owing to curtailed pulp-cutting quotas.

PACIFIC

The employment recovery in the Pacific region was still retarded during August by restrictions on logging operations and by labour-management disputes. Unemployment declined moderately during the month as labour requirements for construction (mainly housebuilding), fishing and agriculture expanded seasonally.

The number of persons with jobs was estimated to be 533,000 in August, almost 3 per cent lower than a year earlier. The difference in the number actually at work over the year was considerably greater than this because the "with jobs" figure includes, for example, persons on strike or loggers on temporary layoff.

Restrictions imposed because of the forest fire danger were lifted earlier in the month, permitting partial resumption of logging. On the 20th of the month a



closure of operations in some of the main logging areas was re-imposed, idling a substantial part of the 15,000 loggers in the region.

The settlement of the seamen's strike at the end of July had a favourable effect on the employment in the tourist industry but was followed at the end of August by a strike of longshoremen, which threatened to tie up all ocean freight traffic.

A dispute involving 1,000 plumbers and steamfitters in Vancouver entered its fifth month, retarding progress on many major construction projects. As a result, construction employment in the region during July was down from a year earlier by one-third. Housing

construction, however, continued to exceed last year's volume by a wide margin; for the first eight months the number of housing units started was two-thirds higher than the same period in 1957.

Lumber sales held up well this year and log inventories have been large enough to permit full production in most sawmills in the region. The volume of lumber shipped in the first seven months of this year was 7.5 per cent higher than in the same period of 1957. Gains of close to 20 per cent were made in shipments to the United States and United Kingdom.

Seasonal employment gains in fishing and fish canning were unusually large this year because of the record salmon run.

Reduced levels of construction, logging and mining employment have been transmitted to manufacturing in the region. Machine shops, structural steel, cement and explosive plants were principally effected. This spring shipbuilding employment fell to its lowest level in some years. Summer hiring has since taken place and prospects for new orders have improved.

Unemployment was considerably higher than last year in all parts of the region. The classification of the 10 labour market areas at September 1 was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 4 (2); in balance, 5 (8).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. Employment in Vancouver was down 6 per cent from a year earlier in July. The decrease was concentrated in construction, trade, iron and steel products and shipbuilding. Other important industries in the area, notably lumber manufacturing, communication and services, were moderately higher than a year earlier. There was little change in the level of unemployment during the month, the decline being chiefly among lumbering and logging workers.

Victoria (major industrial) remained in Group 2. Shipbuilding and lumber manufacturing accounted for an employment decline of 5.4 per cent from a year ago. A rising demand for service and construction workers was responsible for a moderate decline in unemployment during August.

Kamloops (minor) was reclassified from Group 2 to Group 3.

NOTES OF CURRENT INTEREST

Need High Productivity For High Wages—Starr

"The standard of living of any people (and wages are, of course, the barometer of this standard of living) is precisely what they create for themselves and no more," said Hon. Michael Starr, Minister of Labour, in an address at a Labour Day luncheon at the Canadian National Exhibition in Toronto. There are no good grounds for being afraid of high wages, he said, as long as it is recognized that wages can be high only if productivity is high.

Because a number of important collective agreements are expiring, this is a difficult year in the labour field, Mr. Starr said.

"This is a situation in which both Labour and Management must exercise restraint and good judgment." The Minister went on to point out that the effect of a work stoppage in a major industry spread to other industries, causing layoffs and slow-downs, thus producing "a widening pool of unemployment which cannot but have a damaging effect upon our economy".

Unemployment

Referring to unemployment, Mr. Starr said that in July there were close to 6,000,000 persons with jobs, which was about 15,000 fewer than in July last year but 11.7 per cent higher than the low point reached in February. It marked the greatest gain for the period since 1955, he stated.

But although with an average weekly wage of \$68 Canada's weekly income was greater than ever before, there were also more persons out of work. "The largest single reason for unemployment at any time in Canada today is the tremendous expansion that has taken place in our labour force," he contended.

The only solution for this situation that he could see was "more and more jobs"; in the last analysis this meant developing our manufacturing industries, because it was here that wages were highest. The aim of all expansion, he pointed out, should be the raising of the standard of living.

At the recent conference in Ottawa on seasonal unemployment, Mr. Starr said, he had been impressed with the way in which business and labour leaders were prepared to work together for the general interest of all Canadians. "This type of

co-operative consultation, if brought to bear upon all problems, will leave no doubt as to a solution," he said.

In a brief reference to automation, the Minister said there must be a reconciliation of the "twin necessities of production efficiency and the human factor.

"Labour is not a commodity," he said. "It is men and women and their families."

While he did not pretend that everything that could be done to provide training in skills for Canadians was being done, Mr. Starr asserted that a positive approach was being made.

Long-Service Employees Have Fewer Accidents

More than 75 per cent of the accident claims filed by federal government employees during the year 1957-58 were filed by those with 10 or fewer years service.

There were twice as many accidents suffered by employees with five or fewer years service as there were by those with more than five years.

The annual report of the Government Employees Compensation Branch shows that there were 8,853 accidents to employees with five or fewer years service, 2,834 to those with six to 10 years, and 1,202 to workers with 11 to 15 years.

Labourers Top List

Labourers led all claimants with 2,199, followed by letter-carriers with 1,246. Claims among other occupations were: carpenters, 669; food service attendants, 601; mechanics 473; clerks, 466; drivers, 457; fireman-labourers, 410; postal clerks, 315; mail handlers, 311; packers and helpers, 289; electricians, 284; engineers, 277; machinists, 241; painters, 217; inspectors, 178; miscellaneous, 1,505.

There was a wide variety of accident causes. Cause of the majority of them, 14,758, was: "struck by objects". The commonest types of injury were bruises, contusions and abrasions.

The report is based on claims finally processed. These totalled 15,932 in 1957-58. Some claims brought forward from the previous year are included in the figure, but many claims are carried forward into the succeeding year before they are closed.

Winter Unemployment Has Chain of Causes

That winter unemployment stems from a whole network of causes was one fact that emerged from a sample survey of seasonal unemployment during the winter of 1956-57 in the Federal Republic of Germany conducted by the Federal Institution for Placement and Unemployment Insurance.

An account of the survey is contained in an article published in the *International Labour Review* of the International Labour Office for July.

The causes mentioned in the article include: "the number and date of the December holidays, the character and urgency of the building jobs involved, disinclination to build under threat of frost, the size of undertakings, availability of capital, traditional customs, the desire of building workers from other countries or regions to spend the holiday with their families, statutory or contractual arrangements for the payment of wages during public holidays, and last but not least the actual impossibility of continuing outdoor work owing to the weather."

Furthermore, it was pointed out, owing to the shorter period of daylight and lack of piecework a building operative's earnings were lower during the winter than during the rest of the year. The difference between earnings and unemployment benefit was thus reduced, and the inducement to work was lessened accordingly. This inducement was still further reduced if the worker was able to draw benefit from a private wage compensation fund.

The article also noted a point which is not often mentioned: "The calculation of unemployment benefit, based on the wages last earned, provides workers with a motive for not postponing unemployment until late in the winter, when the lower level of earnings will mean less benefit also."

That winter unemployment is a special kind of risk has been amply proved, the article concludes. "The solution of the problems relating to it must be sought either within the framework of unemployment insurance itself (at the level of contributions or benefits) or else in some special scheme outside unemployment insurance."

Such a special scheme, it was suggested, might take the form of "establishment of a compensation fund for loss of earnings in the cold season, formation of bad-weather funds, or some similar arrangement, perhaps with the participation of the unemployment insurance itself.

"It would be more valuable still, of course, to promote winter building even in cold weather, so that benefit or assistance would be claimed only in exceptional cases," the article adds.

CLC Executive Council Supports Steel Strike

Meeting in Ottawa August 19 to 21, the Executive Council of the Canadian Labour Congress in a series of policy statements supported the steel strike at Hamilton, criticized portions of the Government's broadcast bill, objected to compulsory arbitration in the West Coast ship dispute, supported wage boosts for Government employees, reaffirmed support for the Seafarers' International Union despite the sale of Canadian National Steamships vessels to a Cuban firm, supported a strike of quarry workers, urged a ban on atomic tests, and called for a solution of the Middle East crisis.

Referring to the strike at Hamilton, the Executive Council called it a matter of "national importance" and asked all CLC affiliates for moral and financial support.

In the West Coast ship dispute the CLC felt that Government intervention "has resulted in an invasion of civil liberties and created dangerous precedents for arbitrary Government action on future occasions. Workers have been required to work against their will, which amounts to involuntary servitude..."

The Executive reaffirmed support for the 400 strikers at a quarry at Windsor, N.S., who have been off their jobs at the Canadian Gypsum Company for some 10 months.

Post Office Adopts Plan To Improve Supervisors

A booklet entitled *Building a Better Team Through Personnel Development* has just been published by the Post Office Department. The booklet outlines the methods the Department has adopted for developing a strong staff of supervisors.

In 1956 under the Department's plan more than 2,200 supervisors in the postal service were appraised, and special development action was undertaken by more than 600 of them. It is stated that 63 of these supervisors received training at other centres, at least 358 received rotation training in their own offices, and 154 were helped by special advice and instruction. The Department holds, however, that the spirit behind the plan is more important than such statistics.

Clause in New Agreement Prohibits "Moonlighting"

A clause prohibiting "moonlighting" and another prohibiting the acceptance of favours or bribes by anyone in the employ of the city have been agreed to by the parties to a recently negotiated renewal of a contract between the city of Prince Rupert and the Prince Rupert Civic Employees Union, Local 5.

The agreement, reached with the assistance of a provincial conciliation officer, also provided for a 7½-per-cent wage increase retroactive to January 1. It expires January 1, 1959.

26 Firms across Canada Sign with Boilermakers

An agreement with 26 firms engaged in the erection and field construction of boilers and pressure vessels throughout Canada, with the exception of British Columbia, has been signed by the International Brotherhood of Boilermakers.

The agreement, effective from July 1, 1958 to June 30, 1960, provides for a total wage increase of 40 cents an hour.

Also included in the agreement are provisions for increased subsistence allowance and improved overtime pay.

Representation Votes At Six-Year High in U.S.

More collective bargaining elections were conducted by the United States National Labor Relations Board during the April-June quarter this year than in any quarter since July 1, 1952, and unions won a larger proportion of these elections (66 per cent) than in any quarter since January 1, 1957, according to the Board's report for the quarter.

At the same time the number of decertification elections also set a record. Of 56 elections conducted, 30 resulted in decertification, while 26 were won by the incumbent union.

A large increase in the number of charges of unfair labour practices is said to be greatly due to the effect of the disclosures of corruption that have been made before the Senate investigating committee.

The number of these charges was 73 per cent higher than in the corresponding quarter of 1957. In 1958 there were 2,780 cases during the quarter, compared with 1,608 in the 1957 quarter.

Of the unfair labour cases filed during the 1958 quarter, 1,803 were complaints lodged by individuals, which was 175 per

cent more than in the corresponding period of 1957. Cases filed against employers totalled 1,827, an increase of 74 per cent compared with the previous year; and those filed against unions totalled 953, an increase of 70 per cent.

Australian Code Provides For 13 Weeks Leave

Agreement has been reached in Australia between representatives of employers' organizations—including the Australian Council of Employers' Federations—and the Australian Confederation of Trade Unions whereby employees who come under the Federal Code of Long Service Leave will be entitled to 13 weeks leave after 20 years of service.

The Code provides for lesser amounts of leave where an employee terminates service after 10 years but before 15 years of service have been attained, and after 15 but before 20 years.

After becoming entitled to the initial period of 13 weeks leave after 20 years service, employees will become entitled to an additional 6½ weeks leave on completing a further 10 years service.

Service must be continuous within the meaning of the Code with one employer, but in the case of transmission of a business, service with both the old and new owners will count as qualifying service.

The Code does not provide for payment in lieu of leave—the obligation is to give and take actual leave—and the Code prohibits employees from engaging in any other employment while on long service leave.

The Code has no operative force unless incorporated in awards or collective agreements.

Work Study Manual Published by ILO

A simple manual on work study has been published by the International Labour Organization. Entitled *Introduction to Work Study*, it sets out in easy terms the technical principles involved and gives examples of how they are applied.

The first part of the manual is called "Productivity and Work Study" and includes a brief description of the causes of low productivity and the techniques to eliminate them.

Other parts of the manual deal with method study and work measurement.

1st Half Housing Starts Up Nearly 50 Per Cent

Starts on the construction of new residential units increased nearly 50 per cent during the first six months of this year, 72,877 units compared with 48,847 for the same period in 1957, the Dominion Bureau of Statistics reported last month. June starts rose more than 15 per cent to 20,921 from 18,134 a year earlier.

Completions in the half-year climbed almost 16 per cent to 58,308 units from 50,435 a year earlier, while the June total was more than 17 per cent greater, 13,112 compared with 11,182 for June 1957.

Because of the larger year-to-year increase in starts than in completions, the number of units in various stages of construction at June 30 was more than 28 per cent higher than for the same date last year, 86,818 units compared with 67,640.

Wage Settlements in U.S. Fall Behind 1957 Figures

During the first six months of 1958 wage settlements in the United States fell behind the 1957 level, according to a Bureau of National Affairs analysis of 1,763 contracts.

The median increase for all industries, the BNA found, was 9.4 cents an hour, compared with 10 cents for the last quarter of 1957 and 10.3 cents for 1957 as a whole.

By region, the West Coast had the highest rates with an all-industry median of 10.4 cents. New England had the lowest, with 7.9 cents.

In the industry continuing to have the top increases—construction—40 per cent of the contracts call for 15 cents or more, and textile industry agreements continue at the bottom of the list, with one of three giving no increase at all.

GM, Rubber Union Agree On Income Security Plan

Provisions for an income security plan are contained in a two-year contract signed by the General Motors Corporation and the United Rubber Workers at GM's Inland Manufacturing Division, Dayton, Ohio. The contract became effective July 1.

The new feature of the contract is the income security plan, proposed by GM in 1955, that will replace the supplemental unemployment benefit plan established generally in the industry last year.

Instead of building up a reserve fund for benefits during jobless periods, under

the new scheme the company is to contribute 5 cents for each hour for which an employee receives pay.

The payments will be credited to each employee's personal account, from which he draws money when unemployed. On retirement, or upon leaving the company for any reason, an employee receives the full amount of his account, plus investment earnings.

Cost of Fringe Benefits Still Climbing in U.S.

The cost of fringe benefits in the United States is continuing to increase, both absolutely and as a percentage of payroll, according to the sixth of the biennial surveys of the United States Chamber of Commerce, the report of which has been issued recently.

The average cost of such benefits in 1957 was 21.8 per cent of payroll, 47.4 cents an hour, or \$981 per year per employee, according to the survey, which was based on reports from 1,020 companies. By comparison, the 1955 survey showed that fringe benefits cost on the average 20.3 per cent of payroll, 39.2 cents per payroll hour, or \$819 per employee per year.

In 1957 fringe costs ranged from less than 6 per cent to more than 60 per cent of payroll. In 1955 they ranged from 5 per cent to more than 50 per cent of payroll.

One U.K. Worker in Three Is Paid by Results

In British industry, one wage-earner in three is paid by results; in the country's manufacturing industry alone, two workers out of five.

According to a recent Ministry of Labour survey, payment by results systems are still more widespread among women workers than among men. In the manufacturing industry, 45 women wage-earners in every 100 are paid according to what they produce compared with 38 of every 100 men.

Metal manufacturing, engineering, shipbuilding and electrical goods are the industrial groups in the United Kingdom where payment by results schemes affect the greatest proportion of male workers.

Four out of five manufacturing firms that employ more than 500 have introduced pay by results schemes for at least some of their workers, and more than half the workers in firms with more than 1,000 employees are paid under such schemes.

N.Y. Amendment Prohibits Discrimination for Age

An amendment to the New York Fair Employment Practices Act forbidding discrimination in hiring on account of age became effective July 1. New York is the fourth state to legislate job protection for older workers.

The Commission Against Discrimination, the agency responsible for enforcing the law, has issued the following rules:

(a) Help-wanted ads may not specify age or read "young" man or "young" woman. The aim of the law and these interpretations is to enable applicants to appear and be interviewed without automatically being barred by the advertisement.

(b) Pre-employment inquiries as to age or date of birth on application forms will be permitted when required to check on an applicant's personal history, background or work record. In such case, however, the application form must state that the law prohibits discrimination because of age.

(c) Employers may consider age (1) when it is a "*bona fide* occupational qualification" in job performance; (2) in apprenticeship or on-the-job training systems; or (3) where required by laws such as those regulating child labour. Employers claiming *bona fide* occupational qualifications may file applications for the state agency's review.

(d) Employment agencies share responsibility with the employer for placing workers without discrimination. But if they act in good faith in taking orders on which the employer claims a *bona fide* qualification and if they keep proper records, they will not be held to have violated the law. Application forms used by employment agencies must carry the statement that the law prohibits discrimination because of age.

(e) The law permits an employer to terminate employment because of physical disability. It therefore allows physical examinations before employment to be made where essential to the job. An employer may not arbitrarily fire older persons simply because he believes that all persons over a certain age are physically disqualified.

(f) Retirement policies or systems with compulsory retirement ages below 65 established after July 1, 1958, must justify their reasonableness. Provisions in a retirement plan stating a maximum eligibility age for entrance will not of itself bar an applicant from being hired. The employer may be required to hire an applicant though not to include him in the retirement plan. Each case will be judged on its own facts.

Total Payments to Aged, Blind, Disabled Increase

The number of persons receiving old age assistance in Canada increased from 92,484 at March 31, 1958, to 94,589 at June 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,516,468.41 for the quarter ended June 30, 1958 compared with \$7,736,445.70 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$136,358,497.22.

At June 30, 1958 the average monthly assistance in the provinces ranged from \$49.76 to \$53.39, except for one province where the average was \$45.04. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,400 at March 31, 1958 to 8,545 at June 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,052,408.61 for the quarter ended June 30, 1958, compared with \$1,078,192.65 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$20,013,104.98.

At June 30, 1958 the average monthly allowance in the provinces ranged from \$52.97 to \$54.20. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 41,840 at March 31, 1958 to 44,366 at June 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,686,162.73 for the quarter ended June 30, 1958 compared with \$3,727,185.64 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$28,029,625.05.

At June 30, 1958 the average monthly allowance in the provinces ranged from \$51.73 to \$54.68. In all provinces the maximum allowance paid was \$55 a month.

Hon. Charles Daley, last month observing his 15th anniversary as Ontario Minister of Labour, has held the post longer than any predecessor.

Prevailing Rate Problem "Difficult"—Cushing

It will be difficult, if not impossible, to ever get a satisfactory solution to the problem presented by wages of prevailing rate employees in the public service of Canada, in the opinion of Assistant Deputy Minister of Labour Gordon Cushing.

While improvements are always being pushed by the Department, and attained, the problem is a "never-ending" one, he told the second triennial conference of the National Defence Employees Association.

"I've been very unhappy," said Mr. Cushing, "to find that prevailing rates in some parts of Canada are pretty low. It's a lot more difficult to establish a fair prevailing rate than to set a classified salary."

He has found situations where classified employees and prevailing rate employees were working side by side and the classified employee's pay was "much greater" than that of the prevailing rate employee.

"There should be some form of liaison between the Civil Service Commission and the Department of Labour to ensure that this difference does not exist. It's not fair that prevailing rate people should be kept on a lower scale than classified civil servants."

In concluding his remarks, he noted that important steps are being taken to set prevailing rates at a "fair and reasonable" level.

Construction Workers in Demand across Canada

Skilled construction workers were in demand in July in most parts of Canada except British Columbia, where labour disputes had shut down nearly all major building projects, according to the monthly employment summaries prepared by regional offices of the National Employment Service.

The disputes were also hampering the placement of handicapped persons.

Some Transfers Made

Plasterers, bricklayers, carpenters, plumbers, cement finishers and painters were in short supply in some Ontario centres. Shortages of bricklayers and painters in some areas of Quebec were overcome by the transfer of workers from areas with surpluses.

With the release during July of about 500 men from the St. Lawrence Seaway and Power Projects, the work force there was reduced to about 2,100.

Both Ontario and Quebec also reported shortages of motor mechanics and automobile body repairmen.

Experienced stenographers and other office workers were still in short supply in many parts of the country. The Pacific region reported a shortage of qualified women hairdressers. Registered nurses, dieticians, medical technologists and nurses aides were also in short supply.

Employment Rise in U.S. Less than Usual in July

Unemployment in the United States dropped less than normally and the rise in employment was less than normal during July, the U.S. Departments of Labour and Commerce reported last month.

The number of unemployed dropped by 143,000 to 5,294,000. Employment rose by 198,000 to 65,179,000.

After taking seasonal factors into account, the rate of unemployment increased from 6.8 per cent of the labour force in June to 7.3 per cent in July.

In the United Kingdom, the number of unemployed dropped by 17,419 to 411,838 in mid-July.

U.S. Farm Population Drops 16.9 % Since 1950

The number of persons living on farms in the United States has declined 16.9 per cent since April 1950, according to an estimate prepared by the U.S. Bureau of the Census and the Agricultural Marketing Service. The number in April 1958 was about 20,827,000, which was 4,231,000 less than it had been eight years before.

Continuation of Trend

This loss of farm population while at the same time the population as a whole is increasing represents the continuation of a trend that has been going on for a long time. During the period in question, however, it appears that nearly all of the decline occurred between 1950 and 1954.

In 1910, about one out of every three persons lived on a farm. By 1950 the ratio had declined to one in six, and by 1958 to one in eight. Over the years the movement is explained by changes in farm technology and increased opportunities for other kinds of employment.

The decline, however, does not fully represent the magnitude of the change that has been taking place, because an increasing number of families living on farms do not gain their livelihood in the main directly from agriculture. In 1958 about four-tenths

of the workers living on farms were engaged mainly in non-agricultural work, while in 1950 the proportion was only three-tenths.

At the same time part of the change is apparent rather than real, since it results from a reclassification of dwelling places without any movement of the occupants. Owing to changes in the use of land a number of dwellings have ceased to be classified as farm houses.

The largest decline in farm population has been among those between the ages of 20 and 24 years, who were fewer by a third at the end than at the beginning of the period; while the next largest decline was of those between 25 and 44 years of age, who were fewer by a fourth.

Grants to Colombo Plan Near \$200 Million Mark

Canada's financial assistance to foreign countries since the war now aggregates more than \$4,300,000,000, the External Affairs Department said recently. More than half this amount consisted of outright grants and the remainder was in the form of loans which have been partly repaid. More millions are earmarked for foreign aid in the current fiscal year.

The largest single amount—\$1,567,000,000—represents military aid for Canada's partners in the North Atlantic Alliance. The largest single loan, \$1,185,000,000, went to the United Kingdom soon after the Second World War.

Canada has given nearly \$200,000,000 to the Colombo Plan, besides \$35,000,000 in loans for the purchase of Canadian wheat and flour by India, Pakistan and Ceylon.

Meany Bases Message On One Subject Only

The Labour Day message of George Meany, President of the AFL-CIO, was devoted to one subject: education. This was a departure from normal practice.

In his statement Mr. Meany pointed out what he believed to be the needs and shortcomings of American education. He contrasted it with Russian education, and he came to the conclusion that the comparison gave grounds for serious concern.

Main Measures Needed

The main measures which he described as necessary to meet the situation were a broad program of school construction, the raising of teachers' salaries, and the provision of federal scholarships for higher education.

During the next five years there would be a need for about 222,000 classrooms to accommodate the increased number of students alone, and a year ago there was already a shortage of 142,300 classrooms. In addition, he said, between 14,000 and 20,000 new classrooms would be required each year to replace those which became obsolete, outmoded or "downright dangerous".

Regarding teachers' salaries, the AFL-CIO President said that the average income of teachers in the United States in 1957 was \$4,330 a year. "We are not properly compensating good teachers," he asserted.

Referring to the need to give help to students who were unable to continue their education on account of lack of means, he said. "It has been determined that each year some 60,000 to 100,000 high school graduates from the top 30 per cent of their class do not continue their education into college—just for financial reasons. Federally-financed scholarships for college study would be a long step forward towards a stronger democracy and would show the world that in America opportunities are truly equal. If Russia can find the funds to fully educate all students, so can the United States."

Men Replace Machines, Unemployed Given Jobs

The city of Sherbrooke, Que., has stored two street-sweeping machines and replaced them with some 40 unemployed men.

Municipal authorities have stressed that this is neither a retrograde nor a permanent move but rather a method of enabling the city's unemployed to earn some money and, more important, to qualify for unemployment benefits.

Part of the cost of employing the 40 men will be met by savings realized in the public assistance fund, they also point out.

Presidents of 2 Unions Have Recently Retired

The Presidents of two international unions have retired in recent months: Woodruff Randolph, President of the International Typographical Union since 1944, and R. O. Hughes, President of the Order of Railway Conductors and Brakemen since 1950.

District 26, United Mine Workers, has elected a new President, William H. Marsh of New Waterford, N.S. He defeated Tom McLachlan. In the same election, Steve Dolhanty was re-elected Vice President and Michael Higgins, Secretary-Treasurer.

Wages Unchanged in New UAW-Kelvinator Contract

A two-year contract that keeps wages at present levels has been signed by American Motors Corporation and the United Automobile Workers covering 1,200 workers at the Kelvinator appliance plant in Grand Rapids, Mich.

The agreement is coupled with American Motors' plan for consolidating its appliance business in Grand Rapids and closing its plants in Detroit and Peoria, Ill. If the company fails to complete the movement within six months, it is reported, the UAW can cancel the new contract and revert to the previous three-year agreement.

AFL-CIO Orders Clean-up By Operating Engineers

The AFL-CIO has ordered the International Union of Operating Engineers to undertake a clean-up or face disciplinary action. Four other affiliates are to be investigated.

They are: the Jewellery Workers International Union, United Brotherhood of Carpenters and Joiners, Hotel and Restaurant Workers Union, and the Amalgamated Meat Cutters and Butcher Workmen of North America.

The order to the Operating Engineers was contained in a report of the Federation's Ethical Practices Committee approved unanimously last month by the AFL-CIO Executive Council.

If the union agrees to comply with the order and report periodically until all clean-up demands have been satisfied, a further inquiry will be held in abeyance. If there is no compliance, the Committee warned it would conduct a formal hearing, the result of which could be expulsion, suspension or some other disciplinary action.

Evidence that the Jewellery Workers International Union "may be dominated, controlled or substantially influenced by corrupt influences" has made necessary a formal investigation of the union by the AFL-CIO, the Committee's report said.

Que. Industrial Accidents Cost 230 Lives in 1957

Industrial accidents in Quebec during 1957 claimed the lives of 230 persons and caused injury to 110,171 others, according to F. Riley Daniels, President of the Quebec Branch of the Industrial Accident Prevention Association.

The loss to industry amounted to more than a million working days and at least 25 per cent of average earnings, he said.

Items of Labour Interest in House of Commons

Thursday, July 24—Labour Minister Starr brands as false a statement, attributed to a Provincial Minister of Labour, to the effect that the federal Government attempted to bypass the provinces in seeking a solution to unemployment. "Every opportunity was given for participation in this (National Winter Employment) Conference," he said.

No change in the sampling procedures for arriving at Dominion Bureau of Statistics figures on employment in Canada has been made, Trade and Commerce Minister says in answer to a question.

Friday, July 25—Signing of agreement for construction of the Saskatchewan River dam announced by the Prime Minister.

Study will be made of the possibility of giving student nurses assistance with their studies, says the Minister of Health, replying to question as to whether Government would consider paying student nurses \$1 a day, in order to encourage them to complete their training without financial distress to themselves or their families.

Saturday, July 26—Everything possible will be done to give employment to the 122 men who have been retired from service on the canal near Cornwall because navigation in that area has been moved from the Canadian to the United States side of the St. Lawrence River, Transport Minister says in reply to a question.

Monday, July 28—Increases in pensions of superannuated civil servants and members of the armed forces and the Royal Canadian Mounted Police will be provided for at this session, Finance Minister announces. The proposed increases would apply also to widows and children of the three groups.

Tuesday, July 29—Increased pensions for retired employees of the Canadian National Railways are under consideration but no immediate action is planned, Transport Minister advises questioner.

Transport Minister tells questioner that he is not aware of any proposed sale of Canadian ships to Panama, nor that any of his departmental officers were in Panama for discussions of such proposed sale.

Wednesday, July 30—Labour Minister reports receipt by his department of minority and majority reports of conciliation board in dispute between non-operating railway employees and various Canadian railways (see page 996).

Friday, August 1—No consideration has been given, Prime Minister says, to proposal that Canadian National (West Indies) Steamships be transferred to the Federation of the West Indies under some lend-lease arrangement.

1,100 Hungarian refugees will be coming to Canada this year, Justice Minister advises questioner.

Saturday, August 2—Publication announced of new manual, *Organization of the Government of Canada*. It contains detailed information on the organization of the federal Government.

Tuesday, August 5—Canadian National Railways will employ 3,600 extra men in 1958 to strengthen its regular track force in the western region, compared with 1,650 in 1956 and 3,550 in 1957. They will be employed for a period of some 22 weeks, Transport Minister informs questioner.

Thursday, August 7—Conditions of employment of prevailing rate staffs, unlike those of classified civil servants, are determined by reference to the practice of good private employers. No evidence has been found that these release the equivalent of the public rate employees of the public service from duty before normal closing hours on account of conditions of heat or humidity. The prevailing rate employees' general regulations, which are founded on those general principles, consequently make no provision for leave with pay for prevailing rate staffs when conditions of excessive heat or humidity lead the Civil Service Commission to authorize the release of classified civil servants, Finance Minister informs questioner.

Tuesday, August 12—Canadian National (West Indies) Steamships Limited will sell eight-ship fleet to Havana shipping firm for \$2,800,000, the Minister of Transport reported. The ships will serve the West Indies and call at Halifax and Montreal in Canada. All officers of the ships were offered transfer to marine services of the Department of Transport. Some decided to retire, since they were eligible to do so. Some accepted other employment. The remainder are with the Department of Transport. Pension rights of all concerned have been protected.

Saturday, August 16—Receipt of report compiled by the Civil Service Commission's

Pay Research Bureau acknowledged by Finance Minister in answer to a question. The Bureau reported that it found, after intensive investigation, that there is no case at present for a general salary increase but that there are certain categories in the Civil Service into which there should be further investigation to determine whether a case for an increase exists.

It was moved that the House go into committee at its next sitting to consider the following resolution:

That it is expedient to establish a board of broadcast governors to regulate broadcasting in Canada; to provide that the expenditure of the board shall be paid out of money appropriated by Parliament therefor and also to provide for the continuance of a corporation known as the Canadian Broadcasting Corporation for the purpose of operating a national broadcasting service in Canada; and to provide further for the payment, remuneration, salaries and fees of the officers and employees thereof.

First reading given to bill to amend the Customs Act to provide new valuation clauses and introduce cost-of-production basis for valuing dumped goods.

Monday, August 18—Amendments concerning the railway grade crossing fund were contained in a bill given second reading and referred to the committee on railways, canals and telegraph lines. One of the purposes of the legislation is to increase during a period of three years the maximum contributions that may be made from the fund. The main estimates of the Department of Transport for this fiscal year contain a credit of \$10 million to the fund in addition to the normal annual credit of \$5 million. It is the intention of the Government to provide a similar additional sum of \$10 million next year and the following year. The additional credits are to serve a double purpose: to encourage additional projects to make crossings safer, and to afford a greater measure of financial assistance than is now available to municipalities and other parties that have to bear the cost of such work.

Thursday, August 21—Report being prepared by Prof. Robert M. Clark on the United States old age pension system will not—in spite of Prof. Clark's hard work—be ready for presentation until October, Prime Minister informs questioner.

There has been no indication from the province of Quebec that it will participate in the hospitalization scheme, Minister of National Health and Welfare informs questioner.

Friday, August 22—A bill of rights will be introduced at the present session of Parliament, Prime Minister announces.

Defence Against Inflation

While movements of prices and labour costs closely connected, it is not clear whether rising wages or profits can exert an independent influence on prices, says U.S. Committee on Economic Development

Although there is no doubt about the close correspondence between the movements of prices and of labour costs, it is not clear whether rising wage rates or profits per unit of output can exert an independent influence on prices.

This is the opinion expressed in the report of a study, begun in the fall of 1955, that has recently been published in the United States by the Research and Policy Committee of the Committee for Economic Development. The first-mentioned committee is composed of 43 trustees from the 150 business men and educators who comprise the second committee. The report bears the title, *Defence Against Inflation—Policies for Price Stability in a Growing Economy*.

Later in its report, however, the Committee recommended "that the basic laws of the country be reviewed to see whether they permit labour organizations to have a degree of economic power that is not in the public interest".

Enlarging upon the statement about the connection between price movements and labour costs, the report continues:

We have suggested that the tendency of wage rates and prices not to decline when demand falls, and to rise rapidly when demand rises, has increased the amount of inflation we get in given conditions of demand. A more puzzling question is whether wage rates or profit margins tend to rise in our economy at a rate that forces prices up, or prevents them from declining when demand is not strong. This is the heart of the question of the "inevitability" of inflation...

There seems to be no serious doubt in anyone's mind that inflation can be prevented, the report goes on to say. "We know how to prevent inflation if that is the only end in view. Tight restraint on the growth of the supply of money, or actual contraction of the money supply, plus large government surpluses, will bring inflation to an end. The means to do this are available. What is meant, when inflation is said to be inevitable, is that the process of stopping inflation entails certain costs, which the American people may not, and perhaps should not, be willing to pay."

The costs referred to, it is explained, include unemployment, loss of production, and the slowing down of economic growth; and those who regard inflation as "inevitable" believe that only the existence of a

substantial amount of unemployment can keep wages and profits from rising so fast as to force up prices. This amount of unemployment they apparently consider would not, or should not, be tolerated.

The condition under which rising wage rates and profits are supposed to force up prices has come about, on the labour side, "as a result of the combination of strong unions and the national commitment to the maintenance of high employment," the Research Committee says. It gives several reasons why under present-day conditions unions may have strong motives for making large demands, while the considerations which serve to moderate the individual worker's desire to get higher pay for his services when he deals directly with the employer may be largely absent when wages are determined by collective bargaining.

The report also mentions the pressure that spreads to other industries when large wage increases have been obtained in a big unionized industry.

According to the line of argument which regards excessive wage increases as one cause of inflationary pressure, "the consequences of excessive wage increases are transmuted, by high employment policy, from unemployment suffered by the workers making the demands to inflation suffered by all. The fear of inflation does not restrain the wage demands, since no one union can affect the inflation much by its own action. And, when a large number of workers has been granted excessive wage increases, the government is quick to step in to prevent the rise in unemployment that might result from the self-correcting mechanism in the economy which would tend to bring wages and prices in these industries back into line."

Somewhat the same process might occur, according to this view, if business decided to raise prices in order to increase profits per unit of output. In this case the fall in sales that would tend to be the result might be prevented if, in pursuance of a policy of high employment to which it was committed, the government were to step in to stimulate demand by inflationary measures.

However, the Committee elsewhere points out an important difference between the inflationary effects of raising prices in order

to meet excessive wage demands and the effect of raising them in order to increase profits. Referring to the need to search for means to strengthen competition which "would have to be pursued without favour in business markets as well as in labour markets," it says:

But it is only a recognition that we live in the 1950's—not in the 1890's or 1920's—to say that the main problem lies in labour markets. There are several reasons for this. In most industries, except public utilities subject to regulation, there are several—often a great many—firms competing with each other, whereas single unions covering an entire industry or market are common. Moreover, labour costs are much larger than profit margins. The potential contribution of excessive wage increases to inflation is therefore greater. Most important, we have a long-established public policy in favour of competition in business. The laws and machinery to implement this policy have been in effect for a long time, and in our view, have had a great deal to do with the growth of our economy and the improvement in our standards of living. There have been repeated national studies to see how these policies might be made more effective. As a consequence we not only have substantial business competition; we also keep exploring the route by which we can preserve or strengthen it.

But we do not have the beginnings of a public philosophy about the proper limits to the powers of labour organizations in an economy basically organized on the principle of competition. Our laws tend to deny the existence of the problem, as if saying that labour is not a commodity changes the facts that labour is the main economic resource and that wage rates are the main element in costs and therefore in prices. And recent investigations of unions have not focussed on this central issue of their effects on wage rates and inflation.

In connection with the foregoing argument that efforts to raise wages or profits in some circumstances may exert independent inflationary pressure, the report asks two questions:

- "1. Does the situation described actually exist in the United States?
- "2. If it does exist, is the policy choice presented—high employment with a little inflation versus stable prices with a lot of unemployment—the real choice?"

In attempting to answer these questions it begins by saying: "The possibility that we might be unable to have high employment and stable prices in our economy cannot be denied. But the facts are quite unclear."

Further on it says:

We do not definitely know—and we are not trying to prove—that costs and prices do or do not tend to rise in the American economy when demand is just adequate for satisfactorily high employment. Continuing analysis of this question is necessary. Mean-

while policy must be based on the information that is available. We believe a tendency *may* exist for prices to rise under such circumstances. We believe, moreover, that if such a tendency does not already exist, it may come into being in the future.

The report goes on to point out that in some countries where industry is more highly concentrated than in the United States, and where unionization is more comprehensive and the idea of "full employment" is more rigidly interpreted, "there is fairly clear evidence that price stability is incompatible with the unrealistically rigid conditions of full employment society has decreed.

"This foreign experience," the Committee says, "is a warning for the future of America."

In the view of the writers of the report it is not possible to maintain "creeping inflation"—even if such inflation is desirable. They believe that it is not possible to choose between excessive unemployment and creeping inflation; and they give their reasons for thinking that "if the conditions exist that are said to make high employment incompatible with price stability it is hard to see how the creeping inflation could be prevented from developing into a gallop".

The real question before the country, the report says, "is not whether to stop inflation or to tolerate a persistent upward creep of prices. The question is whether to stop the inflation sooner, or to stop it later, after it has done great damage. In our opinion the only responsible course of action is to stop inflation as soon as possible."

The measures that the report contends should be adopted to prevent long-term inflation fall along three main lines:

- "1. We must do everything possible to increase national productivity.
- "2. We must do everything necessary to keep demand from rising faster than production.
- "3. We must adopt and adhere to policies—primarily through the voluntary action of business and labour, but if necessary through governmental action consistent with economic freedom—that keep prices and unit labour costs from rising, on the average, when demand is kept from outstripping production."

As a solution to the inflation problem, the report rejects as unacceptable the direct control of prices and wage rates.

"It would seriously impair the freedom and efficiency of the economy and anyway would not, on past experience, serve for long to restrain inflation," it says.

We must now make a break with the expectations and standards of proper and feasible wage and price movements that were generated in the postwar inflation. We must accept as standards of public and private policy the principles of wage and price behaviour that are consistent with general price level stability.

Wage rates on the average should rise as fast as total (national) output per man-hour, which has been between 2 and 3 per cent a year.

If average wage rates per hour rise at the same rate as output per hour, labour costs—which are the biggest part of total costs—will be stable. If prices are stable on the average this will mean that other incomes—including profits and interest—per unit of output will also be constant on the average.

The proposition that wages should rise in line with productivity does not mean, as it is sometimes interpreted to mean, that the entire increase in output per man-hour should go to wage earners, the report emphasizes. This would leave nothing to pay for the increased amount of capital which contributed to the rise in productivity, it points out.

In conclusion the report says:

"The answer to the problem of long-run inflation calls... for but one sacrifice: the sacrifice of the illusion that we can get more out of the economy than we produce.

"It is important to realize that this illusion is a major source of inflation. Until we have parted with it, it will bemuse us into thinking we can, whenever we like, simply by using more money or using it faster, increase our consumption more than we increase our output, that somehow we can buy what we have not produced."

(A similar view, but one that definitely attributed part of the inflation which has occurred since 1947 to excessive increases in money wages, was taken by Dr. Jules Backman, Professor of Economics, New York University, at the industrial relations conference held as part of the 87th Annual General Meeting in June of the Canadian Manufacturers' Association (L.G., July, p. 733).

(Dr. Backman also referred to "this attempt to ignore elementary arithmetic" which is involved in "expanding the number of dollars paid without relationship to what is being produced" in a futile attempt to raise the standard of living by doing so.)

Four Factors Make Resumption of Inflation Possible

Four reasons for the widespread apprehension that is being felt that inflation may begin again are given by Edwin L. Dale, Jr., in an article in the *New York Times*. Although none of them taken separately, or all of them put together, make it certain that inflation will be renewed, they do nevertheless make up a fairly impressive case, Mr. Dale says.

One of the reasons he gives is that wages have continued to rise during the recession.

The other reasons are: that prices in general have not fallen during the recession, and that on the contrary consumer prices have continued to creep up; that a large prospective deficit in the federal budget may have inflationary effects; and that the easy money policy pursued by the Federal Reserve Board since last November as an anti-recession measure may be carried too far, thus promoting a resumption of inflation.

It is not unusual for the consumer price index to rise during the first eight or ten months of a recession, the writer says. But

even making allowance for this, "the stickiness" of both consumer and wholesale prices paints a disquieting picture for the future".

As to wages, he says that "the figures here are a bit sketchy, but they all point to the same conclusion: Wages have risen despite the slump." One calculation, made by Prof. Sumner Slichter of Harvard, shows that wages rose by 4.1 per cent between last August and May. Private surveys indicate that wage increases have been averaging from 8 to 10 cents an hour—"not much less than during the boom," says Mr. Dale.

"All of this means higher wage costs for the future. There is more and more backing among economists for the general concept of 'wage inflation'," he concludes.

The effect of the deficit, which is estimated at \$12,000,000,000 for the fiscal year that began on July 1, and the effect of the Federal Reserve Board's policies are difficult to estimate, the article says. There is a danger, however, that both these factors may turn out to be inflationary.

The Money Value of Housework

Oxford University economist believes time has come to take value of unpaid housework into account when calculating gross national product. If paid for this work would total nearly one third of nation's income

The time has come to take the value of unpaid housework into account when calculating a country's gross national product, declares a well-known Oxford University economist.

In an article, "The Economics of Housework," in the May issue of the *Bulletin of the Oxford Institute of Statistics*, Prof. Colin Clark estimates that the total value of all housework, very little of which is actually paid for in money, if paid for would amount to nearly a third of a country's total national income.

In calculating their gross national product—widely used as an index of the standard of living—most countries take account of housework only if it is paid. Some countries exclude from the national product all personal services, paid or unpaid, and other countries have tried to set a value, generally low, for unpaid housework.

Prof. Clark's article results from a serious attempt to measure the money value of unpaid housework.

To exclude unpaid housework from the national product is a "practical expedient without theoretical justification," he says. He supports his contention by quoting Prof. Pigou's observation that "if a number of unmarried men, employing paid houseworkers, decided to marry them, then the figures of national product, as we measure it, exclusive of unpaid housework, would be reduced."

Not only has the price of paid housework risen a great deal in recent years but the proportion of all housework done without pay is on the increase. He estimates that at the beginning of the century paid housework represented about 7½ per cent of the national product in value, while today it has dropped to a little more than 1 per cent.

In Canada, for instance, during the decade 1941 to 1951, when wartime conditions opened up other opportunities for many, the number of paid private household workers fell by more than 50 per cent. Yet, since there are now 10 times as many Canadian women keeping house without pay as the number employed in service occupations, it is clear that they contribute a great deal to the national standard of living.

For the purposes of economic analysis and measurement of the labour force activity of the population, unless a person is paid for his work he is considered a non-worker. About three out of four Canadian women are non-workers, and 85 per cent of the non-working women are keeping house. Most of the others are schoolgirls and retired women.

The term "non-worker" is applied to men too, but because nearly all men of working age are either at work or looking for work, it is the women, especially those with household responsibilities, who make up the bulk of the "non-workers".

Household services are an important element in the standard of living, and most household services are unpaid. This unpaid portion has long worried some people; the article on this page tells of an attempt to place a money value on it.

"Housework, as everyone knows, is an increasingly expensive service to purchase," Prof. Clark points out. Yet, in Canada as elsewhere, there appears to be a perennial demand for domestic workers.

It is difficult to measure the total amount of housework being done, and a further problem to determine its value. Prof. Clark starts with the costs of domestic service in institutions for children and adults and applies them, with qualifications, to the general population by age groups.

One conclusion that he reaches in comparing 1938 with 1956 is that "there has probably been a great improvement in 'productivity', shown not in any great increase in the amount of housework done, which in fact increased only by about 10 per cent, but by the considerably reduced number of women who got it done, many women previously occupied only at home now having obtained paid employment."

It seems probable from his analysis that in the last 20 years there has been an increase in the amount of housework done per woman engaged in it; this is perhaps due to better household equipment. But Prof. Clark does not rule out the possibility that eyes may be closed now to some housework that might have been done in an earlier day.

Families are smaller today than they were in the early days of the century. Prof. Clark suggests that up to 1938 the decline in the relative number of children meant that the woman in the home enjoyed increased leisure. During the last two

decades, however, "most of this released woman-power has been diverted to increasing the size of the paid labour force".

Yet, he says, "it is difficult to avoid the conclusion...that more hours are being devoted to work, and less leisure enjoyed, by many women, including those who now do paid work but have housework to do as well."

Prof. Clark considers it likely that when those who formerly were responsible for the household duties take on paid outside work,

other family members who have always held paid jobs assume responsibility too for some of the household chores. This theory is supported by the findings of a recent Canadian survey of *Married Women Working for Pay in Eight Canadian Cities*.*

A considerable number of married women do housework for others while members of their own families help to share the load at home. In these circumstances, of course, they are adding to the gross national product.

Successful Rehabilitation—X

Tenth in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

This is the tenth in a series of articles illustrating that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person, not by coincidence but by a precise matching of the person to the job.

It was written by J. C. Macneill, Atlantic Regional Public Relations Officer, Unemployment Insurance Commission.

When Pearcey Lane was 18 months old he was stricken with polio, which badly crippled him. As he grew it was apparent that he would be unable to do any kind of manual labour, and he was untrained.

But Pearcey Lane believed he could earn a living if he could get the right education. Getting his early formal education was a problem that had to be licked early in life because of the difficulty he had in moving around. However, that was accomplished

and the provincial and federal rehabilitation facilities started him on his successful entry into the business world.

Helping hands were the federal-provincial government training scheme, Schedule "R"; M. J. Harrity, Special Placement Officer of the National Employment Office of the Unemployment Insurance Commission, St. John's; Walter Davis, Provincial Co-ordinator of Rehabilitation; and H. W. Squires, Rehabilitation Officer with the Department of Health.

First step in Pearcey Lane's rehabilitation was to find out what his capabilities were and his aptitudes. Medical records and medical authorities furnished the first answers. The vocational aptitude tests at the Vocational Training Institute pointed to the course he should take. In this case, it was bookkeeping. Through schedule "R" he was enrolled in the commercial class for the normal nine months' course.

It was while he was in this training institute that he and Mike Harrity became acquainted. The latter, in his capacity as special placements officer, had been visiting the school regularly giving short addresses on the possibilities of employment and the facilities that the National Employment Service was able to offer. Along with the other students Pearcey Lane registered for employment, to be placed in a job, he hoped, when his course was finished.

Because of his infirmity he was not expected to go to the National Employment Office for his counselling sessions. His re-interviews and counselling were done at the school by Mr. Harrity.

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

*Obtainable from the Queen's Printer, Superintendent of Government Publications, Ottawa; price 25 cents.



Polio victim Pearcey Lane, 23, pictured on his first day on his first job. Others shown (left to right) are: A. G. Barnes, President, A. G. Barnes Construction Company, the employer; M. J. Harrity, National Employment Service Special Placement Officer; and H. W. Squires, Nfld. Department of Health Rehabilitation Officer.

As the time for the completion of Pearcey's course drew near, Mr. Harrity undertook an extensive program of job solicitation on his behalf. Employers were asked to help out, to notify the NES office if through their business contacts they learned of a vacancy that he might be able to fill.

It was through such a contact that Mr. Harrity learned that there was soon to be an opening at A. G. Barnes, Limited, one of St. John's large contracting firms. Mr. Barnes was agreeable. Not only that, he proposed that Pearcey start with him right away, working mornings to get familiar

with this particular type of work, and spending afternoons at the school until his course was finished.

That was the program decided upon. Pearcey Lane completed his course and went on the job full time. It was another of the more than 45 special placements Mr. Harrity had made in the past six months. Some were older workers who needed special counselling, others were youths just coming into the labour market; but the majority were disabled persons like Pearcey Lane, who had to find the job which made use of his remaining abilities.

Technical Counselling Helps Handicapped Cope with Housework

The more than 10,000,000 handicapped women in the United States stand to benefit from technical counselling originating from the Institute of Physical Medicine and Rehabilitation in New York, of which Dr. Howard A. Rusk is Director.

A consultant in home-making, Mrs. Julia S. Judson, began the project in 1950. Since then, some 40 other similar centres have come into being in all parts of the United States.

Part of the training that handicapped women get is in work simplification in the kitchen. The kitchen is planned for the sit-down worker—often the handicapped housewife gets around by wheelchair. Counters are lower than average; the sink is low enough for her to wash dishes while she is sitting.

Utensils are stored in open shelves and at lower than usual height, to eliminate the reaching necessary in most kitchens.

Sheltered Employment in Great Britain

Remploy, British non-profit company set up under Disabled Persons (Employment) Act 1944, now has 90 factories, which employ more than 6,000 persons, sited where the need to provide employment is greatest

The Disabled Persons Employment Corporation (Remploy) was set up in Britain in March 1945 under the Disabled Persons (Employment) Act, 1944 (L.G., 1947, p. 7). Its purpose was to permit disabled persons to secure and retain suitable employment alongside able-bodied workers and to provide sheltered employment on a larger scale than would be possible through local and voluntary efforts alone.

Established as a non-profit company and financed by the central Government, Remploy now has 90 factories, employing more than 6,000 severely disabled workers, located in those places where the need to provide employment for the disabled is greatest.

Since 1948 local authorities have been obliged to provide workshops for the blind under statutory schemes approved by the Government. At present there are about 70 workshops providing training or employment for more than 4,000 blind persons, one-third run directly by local authorities and the remainder by voluntary organizations acting as their agents.

Under the National Assistance Act, 1948, local authorities were empowered, but not obliged, to set up sheltered workshops for the disabled other than the blind. But little use has been made of these powers owing to restrictions on capital expenditure.

At present there are about 40 workshops for sighted disabled (including those in village settlements for the tuberculous), most of them relatively small. The total for whom training or employment is provided is about 800.

As a government-sponsored concern, Remploy has looked to the central Government and to a smaller extent to local authorities and nationalized industries to provide it with some of its work through the placing of suitable contracts.

Arrangements were made in 1950 under which some preference was given by purchasing departments to "priority suppliers", a term which includes other sheltered workshops and prisons as well as Remploy. In 1956-57 the value of government contracts secured was nearly 30 per cent of Remploy's total sales.

Efforts have been made to enter the export market and orders have been obtained from as far afield as New Zealand, Iraq, Canada and the Sudan.

Remploy's factories are sited where the need to provide employment for the disabled is greatest, not where the economic advantage is greatest. For production purposes, however, they have been formed into trade groups regardless of geography.

The purpose of Remploy is to run its factories on commercial lines and reproduce closely the atmosphere of ordinary industry. Except where there are special medical reasons, all employees are expected to work a 44-hour week.

The present wage structure is based on a standard Remploy rate for all trades, which is settled by negotiations with the trade unions concerned, and is roughly 75 per cent of an average of all the different trade rates. Employees have a free hand regarding membership in trade unions and most of them have joined a trade union appropriate to their particular occupation.

Works managers are encouraged to extend to officials of these trade unions the usual facilities for consultation, and there are shop stewards in each factory. Joint consultative committees consisting of representatives of management and employees also exist for the discussion of such matters as production, factory conditions and welfare.

In welfare matters Remploy aims to keep abreast of good industrial practice. It provides a canteen service in every factory, encourages workers to run their own social clubs, and publishes a quarterly news-sheet, *Remploy News*.

New Disabled Persons Act in U.K.

Great Britain's Disabled Persons (Employment) Act, 1958, received Royal Assent on July 7. The Act gives effect to those recommendations made by the Committee of Inquiry on the Rehabilitation, Training and Resettlement of Disabled Persons (L.G., June 1957, p. 702) concerning employment and requiring legislation.

Canadian Federation of University Women

Triennial Conference, attended by 400 delegates from all provinces, decides to increase value of scholarship awards. Manchester college surveys opportunities for qualified women engineers and technologists

The triennial conference of the Canadian Federation of University Women held in Montreal, August 12-16, 1958, brought together some 400 delegates from all provinces. Although a considerable proportion were teachers there were many housewives, as well as lawyers, librarians, nurses, social workers, musicians, home economists, doctors, financiers and scientists.

One of the primary aims of the Federation is to foster a high standard of scholarship among women; in the past three years it has provided fellowships and special grants for advanced study amounting to \$17,400. Because of the heightened cost of travel and living, the conference decided to increase the value of future awards.

Problems of education had been a widespread subject of study in local clubs during the past three years. These had led to recommendations to educational authorities regarding standards and curriculum, teacher training, scholarships and bursaries, administration and finance. The Federation had also contributed to a study of the access of women to higher education done by the International Federation of University Women for the UNESCO.

The conference reviewed activities directed to the improvement of the status of women, including approaches to governments on issues relating to women's work, succession duties, penal reform and the appointment of women to public office. Groups within the Federation have assisted also in the promotion of public library services and have supported the creative arts in communities all across Canada.

Women in Engineering

A committee of enquiry appointed during the summer of 1957 under the auspices of the Manchester College of Science and Technology "to find out what opportunities exist for qualified women scientists and technologists in the engineering industry" recently published the report of its findings under the title *Women in Engineering*¹.

This is a subject that has been receiving a good deal of attention in Britain. The 28th Annual Conference of Representatives

of Unions catering for Women Workers, for example, passed a resolution pressing for equal educational opportunities for girls and boys in scientific and technical fields (L.G., July, p. 740). A number of U.K. publications on the subject have also appeared, one of the most recent being the British Federation of University Women's booklet entitled *Opportunities for Girls and Women in Science and Technology*².

The Manchester survey was confined to engineering firms in the Greater Manchester area. Of 196 firms initially selected, 73 were finally included in the study, and of these, six employed qualified women engineers or technologists. Only four of the firms surveyed stated that they considered their type of work unsuitable for women.

The results of the study show that wherever qualified women have been employed they have proved satisfactory and as competent as men, but it was clear that "where there are sufficient men, the employment of women engineers is, in general, unlikely to be seriously contemplated". There was evidence of some change in attitude, however, even in traditional engineering firms.

Women were more readily accepted and in considerable demand as technicians in drawing offices and laboratories but did not often rise above this level.

The committee concluded that "provided they have the same initial qualifications, women can undertake the same training schemes as men with complete success... There is no insurmountable obstacle put in the way of a woman who has ability and determination."

²Published by the British Federation of University Women, Ltd., 17a Kings Road, London, S.W. 3, 59 pp. Price 2s.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

¹Published May 1958 under the auspices of the Manchester College of Science and Technology. 20pp. Price 1/6.

50 Years Ago This Month

Leading United States authority on labour questions reports on study of Industrial Disputes Investigation Act, declares all employers in agreement with principle of the Act, but Labour's reactions mixed

After visiting Canada in the spring of 1908 in order to study the operation of the Industrial Disputes Investigation Act, 1907, Dr. Victor S. Clark, described as "one of the leading authorities in the United States on labour and sociological questions," in his report expressed the opinion that "so far as can be judged from the experience of a single year, the Act has accomplished the main purpose for which it was enacted, the prevention of strikes and lockouts in public service industries".

Dr. Clark's report, a large part of which was published in full in the *Labour Gazette* for September 1908, said that the mediation of boards set up under the Act seemed to have been less successful in mining disputes than in railway negotiations.

All employers, he said, agreed with the "principle" of the Act, though there was some dissatisfaction among them with the way it had been administered. Some employers, including some of the largest in Canada, were stated to be in favour of compulsory arbitration, and in favour of amending the Act to make board awards binding on both parties.

This favouring of compulsory arbitration by the employers, however, seemed to be connected with a belief that the boards would be likely to lean towards the employers' side in their decisions. "In the New West," the report said, "public sympathy is almost certain to be with the employees against a great corporation. Experience with these conditions makes managers favourable to any method of solving labour disputes that will throw them farther eastward, to more conservative centres."

Leaders of organized labour were inclined to be critical in their attitude towards the Act, Dr. Clark found. "But," he also said, "those who have made a study of the subject are favourable to the law." However, later in his report he stated that "the leading organizations of railway employees opposed the law at the time of its passage, and still regard it with cold favour."

Miners had mixed feelings about the Act, according to the report; but on the whole

opinion among them seemed to be more hostile than favourable.

On the other hand, Dr. Clark quoted the executive officers of the Dominion Trades and Labour Congress as giving "hearty endorsement to the principle of the bill".

Labour opposition to the Act was based on two grounds, Dr. Clark found: a general distrust of government intervention in labour disputes, arising from the feeling "that the intervening authority usually has a class bias against labour"; and a feeling that workers had a chance to "improve their conditions more through negotiations backed by sudden strikes than by negotiations backed by deferred strikes".

Dr. Clark's opinion was that "application of the Act to industries should probably be limited—at least for some time to come—to strictly public service industries as defined by the Canadian statute. Less strain would be placed on the Act now did it not apply to metal mining."

Measures of importance to labour passed at the session of Parliament that ended on July 20, 1908, which were summarized in the *Labour Gazette*, included:

The Government Annuities Act, which authorized the sale to any person living in Canada of an immediate or deferred annuity of not less than \$50 and not more than \$600 a year.

An amendment to the Civil Service Act which brought the "Inside Service"—the staff employed by the Dominion Government at headquarters—under the control of two commissioners; and required admission to the service to be by competitive examination, and promotion to be by merit.

The repeal of Clause 415 of the Railway Act, under which a railway employee who caused injury to person or property through wilful or negligent violation of a rule of the company was liable to prosecution. The Criminal Code still held liable those found guilty of wilful omission or neglect of duty. The repeal of this clause of the Railway Act was stated to be due to the representations that had been made by the associated railway brotherhoods during the session.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued seven certificates designating bargaining agents and rejected three applications for certification. During the month the Board received nine applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Warehousemen & Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers, warehousemen and mechanics employed by C. A. Fraser Limited, Toronto, Ont. (L.G., Aug., p. 880).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics and warehousemen employed by Leamington Transport (Western) Limited, operating in and out of the cities of Winnipeg, Man., Windsor and London, Ont., and the town of Leamington, Ont. (L.G., Aug., p. 880).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees employed by the Canadian Pacific Railway Company in its Data Centre at Montreal (L.G., Aug., p. 880).

4. Warehousemen & Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, warehousemen, and helpers employed by Dew Moving and Warehousing Limited, Toronto, Ont. (L.G., Aug., p. 880).

5. International Longshoremen's Association, Independent, on behalf of a unit of longshoremen employed by the Seaway Forwarding Agencies Limited at the Port of Sarnia, Ont. (L.G., Aug., p. 881).

6. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Smith Transport Limited, operating in and out of terminals of the company in Nova Scotia and New Brunswick (L.G., Aug., p. 881).

7. Chalk River Atomic Energy Draftsmen, Local No. 1569 (CLC), on behalf of a unit of draftsmen employed by Atomic Energy of Canada Limited at Chalk River, Ont. (L.G., Aug., p. 881).

Applications for Certification Rejected

1. Nordair Mechanics' Association, Ind., applicant, Nordair Ltd., Roberval, Que., respondent, and International Association of Machinists, intervener. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board, in which only the name of the applicant was on the ballot (L.G., July, p. 753).

2. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and MacCosham Storage and Distributing Company Limited, Kingston, Ont., respondent. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (L.G., Aug., p. 880).

3. Oil, Chemical and Atomic Workers International Union, applicant, Eldorado Mining and Refining Limited, Port Hope, Ont., respondent, and District 50, United Mine Workers of America, Local Union

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

13173, intervener. The application was rejected for the reason that the applicant had no members in good standing within the meaning of the provisions of Section 15 of the Board's Rules of Procedure, having regard to the provisions of the constitution of the applicant union (L.G., July, p. 755).

Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of production employees of Consolidated Denison Mines Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

2. Canadian Brotherhood of Railway Employees and Other Transport workers, on behalf of a unit of unlicensed personnel employed by Northumberland Ferries Limited, Charlottetown, P.E.I., operating ferries between Wood Islands, P.E.I., and Caribou, N.S. (Investigating Officer: D. T. Cochran).

3. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees of *Transport Hull Métropolitain Limitée*, Hull, Que. (Investigating Officers: B. H. Hardie and J. C. Baril).

4. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees of Hull City Transport Limited, Hull, Que. (Investigating Officers: B. H. Hardie and J. C. Baril).

5. Elliot Lake-Stanleigh Office Workers' Union, Local 1574 of the Canadian Labour Congress, on behalf of a unit of office employees of Stanleigh Uranium Mining Corporation Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

6. Quirke Lake-Can-Met Office Workers' Union, Local 1575 of the Canadian Labour Congress, on behalf of a unit of office employees of Can-Met Explorations Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

7. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of garage mechanics employed by Gill Interprovincial Lines Ltd., Vancouver (Investigating Officer: G. R. Currie).

8. Hotel and Restaurant Employees' and Bartenders' International Union, Local 28, on behalf of restaurant employees employed by the Canada Railway News Company Limited at the Great Northern Station, Vancouver (Investigating Officer: D. S. Tysoe).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Northern Transportation Company Limited, Edmonton, aboard vessels operating in the Western Arctic (Investigating Officer: D. S. Tysoe).

Application for Certification Withdrawn

International Union of Operating Engineers, Local 115, applicant, and Poole Construction Company Limited, Whitehorse, Yukon Territory, respondent (L.G., July, p. 755).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Telegraphs (motor messengers) and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough).

2. Canadian National Telegraphs (micro-wave attendants) and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough).

3. Minshull Storage and Van Limited, Halifax, and Local 927, International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

4. Canadian Arsenals Limited (Gun Ammunition Division) Lindsay, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough).

5. Lake Shore Lines Limited, Lachine, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

6. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

7. Canadian Stevedoring Company Limited and International Longshoremen's and Warehousemen's Union, Local 509, Vancouver (Conciliation Officer: G. R. Currie).

Conciliation Boards Appointed

1. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14. (L.G., Aug., p. 882).

2. Marine Industries Limited, Montreal; The J. P. Porter Company Limited, Montreal; Canadian Dredge and Dock Co. Limited, Toronto; Russell Construction Limited, Toronto; and McNamara Construction Co. Limited, Toronto, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 882).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between Canadian Pacific Railway Company (dining, cafe and buffet car employees) and Brotherhood of Railroad Trainmen (L.G., Aug., p. 883) was fully constituted in July with the appointment of Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, J. W. Long, QC, Montreal, and Hon. A. W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively. (No conciliation officer previously appointed).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Board Reports Received during Month

1. Newfoundland Employers Association Limited, St. John's and Longshoremen's Protective Union (St. John's) (L.G., Aug., p. 883). The text of the report is reproduced below.

2. The Owen Sound Transportation Company Limited, Owen Sound, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 756). The text of the report is reproduced below.

3. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., July, p. 756). The text of the report is reproduced below.

4. The Packers Steamship Company Limited and the National Association of Marine Engineers of Canada, Inc. (L.G., July, p. 756). The text of the report is reproduced below.

5. Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma Central and Hudson Bay Railway, Midland Railway of Manitoba, Railway Express Agency, Inc. (non-operating employees) and the joint negotiating committee representing a number of railway labour organizations (L.G., April, p. 391). The text of the report is reproduced below.

6. Canadian National Railways (MV *Bluenose*—Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, p. 756). The text of the report is reproduced below.

7. The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., March, p. 271). The text of the report is reproduced below.

Settlements Following Board Procedure

1. Canadian National Railways (M.V. *Bluenose*—Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (*see above*).

2. Western Union Telegraph Company, Cable Division, and American Communications Association. No conciliation officer previously appointed. (L.G., Aug., p. 889).

3. Deluxe Transportation Limited and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 631).

4. Northern Transportation Company Limited, Edmonton, and Yellowknife Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 496).

Administrator Appointed Following Strike

1. Canadian Pacific Railway Company (British Columbia Coastal Steamship Service) and Canadian National Steamship Company Limited and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 883). Stoppage of work occurred May 16, 1958. E. G. Taylor appointed Industrial Inquiry Commission, May 27. R. K. Smith, QC appointed administrator July 25; steamship service resumed July 27 pending settlement of dispute.

2. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Railways (Pacific Coast Service) and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc. (L.G., Aug., p. 883). Stoppage of work occurred June 24, 1958. R. K. Smith, QC, appointed administrator July 25; steamship service resumed July 27 pending settlement of dispute.

Lithographers Leaving AFL-CIO because Organizing Drive Restricted

The Amalgamated Lithographers of America announced last month that it was leaving the AFL-CIO. It is the first international union to secede voluntarily from the federation since the merger of the country's two central labour bodies in December 1955.

Emergency meetings were scheduled this month and in October to plan the 36,000-member union's future course.

The Lithographers charge they have been restricted by the AFL-CIO from organizing lithographic workers in plants represented by other unions. At its 1957 annual convention the union announced it would begin a drive to organize all lithographers whether or not such a move had the approval of the AFL-CIO, the reasoning being that lithographic departments were going into plants where the employees, represented by other unions, were not getting wages comparable to those paid to its members.

Jurisdictional disputes led the union to leave the former AFL in 1946 after the Federation supported the Pressmen's Union in a dispute. The next year it joined the CIO.

Report of Board in Dispute between

Newfoundland Employers' Association Limited

and

Longshoremen's Protective Union

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the Newfoundland Employers' Association Limited, St. John's, and the Longshoremen's Protective Union, St. John's, was composed of Prof. M. O. Morgan, chairman; Capt. M. G. Dalton, nominee of the employers; Lawrence J. Daly, nominee of the bargaining agent.

Proceedings before the Board began July 2, 1958. At the meetings of the Board the Newfoundland Employers' Association Limited was represented by:

A. H. Crosby, Murray Agencies and Transport Company Limited; J. E. Hickey, Furness Withy and Company Limited; G. Bussey, Harvey and Company Limited; R. Clancy, Blue Peter Steamships Limited; D. C. Hunt, Counsel for the Association.

The Longshoremen's Protective Union was represented by:

W. F. Breen, president; W. F. Atkinson, recording secretary; J. Power, financial secretary; J. Squires, delegate.

Following the preliminary meetings held separately with each party to the dispute, an attempt was made by the Board to effect conciliation between the parties through joint meetings. The employers' association presented two additional alternative proposals which the union executive considered unacceptable to its membership. The Board then heard the enlightening submissions submitted by both parties and made a final attempt to bring the parties to reach an agreement.

The Board regretfully reports that it was unsuccessful in its efforts to bring the two parties to an agreement. It therefore gives an analysis of the situation that surrounds this dispute and submits its recommendations which, in the opinion of the Board, are in the best interests of both parties and of the Port of St. John's. It is considered that these recommendations may after careful consideration by both parties, in the light of all the circumstances, lead to the signing of an agreement.

The sources of the current deadlock between the two parties to the dispute lie deep in the history of waterfront activities in St. John's. The present impasse, as the conciliation officer reported, expresses,

in concentrated form, the years of dissatisfaction in the relationships of the parties. The Longshoremen's Protective Union is one of the oldest labour organizations in Newfoundland. In 1911 it was registered under the Trade Union Act and has remained an independent union without any affiliation whatsoever. The employers' association is an association of the principal importing and exporting firms in St. John's, each of whom is in competition with the others. The main purpose of their associating is to represent and protect the interests of importers and exporters in their dealings with organized longshore labour. The first collective agreement was concluded between the Longshoremen's Protective Union and the Newfoundland Employers' Association Limited on December 29, 1939, after Government intervention and a Government undertaking to set up a committee of investigation to inquire into rates of pay and conditions and rules under which work was performed. This committee was set up and reported in 1940. In 1942 a trade dispute board was established under the defence regulations to settle matters at issue between the two parties. The legally binding terms of the report of this trade dispute board, which with few modifications later agreements have followed, are regarded by the union almost as sacrosanct. The basic issues before the present Board, rates of pay in return for removal of what are considered restrictive

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Longshoremen's Protective Union (St. John's) and the Newfoundland Employers' Association Limited, St. John's.

The Board was under the chairmanship of Prof. M. O. Morgan, St. John's, who was appointed by the Minister on the joint recommendation of the other two members, Capt. M. G. Dalton and Lawrence J. Daly, both of St. John's, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Capt. Dalton. The minority report was submitted by Mr. Daly.

The majority and minority reports are reproduced here.

practices, were raised before both the committee of investigation and the trade dispute board. In 1948 a general strike resulted from the employers' refusal to meet the union wage demands. Since 1953 bargaining between the parties has become increasingly difficult and open conflict narrowly averted. In 1956 an agreement signed by the negotiating committee was repudiated by the union membership, resulting in the resignation of a majority of the union executive officers including the president. During the recent negotiations before the conciliation officer, compromise proposals were accepted by the representatives of both parties as a basis of settlement, but they were rejected by the union membership by a secret ballot. The later alternative proposals of each party were unsatisfactory to the other.

The issues in the dispute between the parties before the Board are time and one half the day rate for the early night period and the removal of or decrease in what are regarded as restrictive practices. The union representatives considered that the union members are adamant in their demands for time and one half the day rate for the early night period. The representatives of the association were firm in

their stand that they could not consider an increase in their wage costs unless restrictions on mechanical equipment were removed, the size of the gangs reduced and the sling loads increased. For the immediate award of time and one half the day rate for the night period the employers' association offered alternate proposals.

- 1. (a) For ships over 500 tons net: a basic gang would be employed of 26 men. The sling load would be 1,500 lbs. Free and unrestricted use of mechanical equipment.
- (b) For ships under 500 tons net: a basic gang of 18 men. Sling load would be 1,100 lbs. Free and unrestricted use of mechanical equipment.

OR

- 2. Rates of pay and conditions of work applying in the port of Halifax, Nova Scotia.

For the progressive receipt by the union of time and one half for night work through a three-year agreement the employers' association offered two alternative proposals.

- 1. If given free and unrestricted use of mechanical equipment:

Ships over 500 tons net:

	Gang	Sling Load	Daily Rate	Night Rate
1957	32	1,200	1.80	2.00
1958	30	1,300	1.80	2.25
1959	28	1,400	1.80	2.50
1960	26	1,500	1.80	2.70

Ships under 500 tons net and CNR Coastal Boats:

	Gang	Sling Load	Daily Rate	Night Rate
1957	21	800	1.80	2.00
1958	20	900	1.80	2.25
1959	19	1,000	1.80	2.50
1960	18	1,100	1.80	2.70

NOTE: Paper Operations would not be included in above.

- 2. A three-year agreement embodying the Halifax Agreement in its entirety except for number of men in gangs, sling

loads and wage rate which would be as set out below:

	Gang	Sling Load	Daily Rate	Night Rate
1957	32	1,200	1.80	2.00
1958	28	1,450	1.84+.08*	2.29+.08*
1959	25	1,700	1.88+.16	2.58+.16
1960	21	2,000	1.92+.23	2.88+.23

*The \$1.84 daily rate and the \$2.29 night rate would be paid direct to the men, the .08 would be paid into a jointly-controlled welfare fund.

The union executive's proposal in return for time and one half the day rate for handling general cargo between the hours of 7 p.m. and 8 a.m. was:

- 1. In discharging or loading vessels not in excess of 500 tons net, the weight of the sling load shall not exceed 800 lbs. for a basic gang of 21 men. Free and unrestricted use of mechanical equipment shall be permitted.

- 2. In discharging or loading vessels in excess of 500 tons net, the weight of the sling load shall not exceed 1,200 lbs. for a basic gang of 30 men. Free and unrestricted use of mechanical equipment shall be permitted.

The union representatives supported their claim by contending that time and one half the day rate for night work is tending to become the prevalent pattern

in industry. In support of the practices which the employers regard as restrictive they emphasized the complicated nature of the work of unloading and loading general cargo in St. John's under existing conditions. These complications stem from the variety and kind of cargo, the wharf facilities, particular local methods, the inherent need for restrictions, condition and layout of sheds and the nature of the shedding operations as compared with shedding operations in other ports. These complications weaken the effect of comparisons between St. John's and other ports where waterfront conditions and problems are dissimilar. Recognizing the difficulty of generalizations when dealing with different employers with different premises, the union representatives contended that the premises in the main are inefficient and contribute to the uneconomic handling of cargo; that mechanical equipment would be unusable in sheds other than the Furness Withy sheds. Even limited use in these other sheds would lead to confusion. Among

the reasons necessitating present size of gangs are conditions of sheds with unavoidable blocking of alley ways, nature of cargo with several types of articles for several consignees often in the sling loads, requiring different places in the shed. The union representatives stressed that they were not opposed to use of mechanical equipment but that the waterfront is not ready for it as planned by the employers.

The employers' association representatives stated their ready willingness to accede to the union request for time and one half the day rate for night work, if suitable changes in limitations on (a) the number of men employed in the discharge of cargo (b) the weight of the sling load and (c) the use of mechanical equipment. They argued that in all their offers except one the changes in limitations requested were less favourable than in the ports of Halifax, Montreal and Corner Brook where the use of mechanical equipment is unrestricted and the size of the gangs and the weight of the sling loads are:

	Total Gang	Hold	Deck	Skids	Shore Gang	Sling Load
Montreal	14	6	3		4	1,500
Halifax	20	8*	3		9	2,000
Corner Brook	20	6	3		10	1,500-2,200
St. John's—double	32	8	4	4	16	1,200
—single	21	6	4	2	9	800

*Reduced to 6 in handling 1,200 lbs. of cargo.

The employers' representatives expressed alarm at the evident decreases in tonnage being handled in the port of St. John's as a result of the diversion of imports to other ports in Newfoundland, especially Port aux Basques. They feel the whole future of St. John's as a distributing centre and as a seaport is at stake. They are also alarmed by the high costs of handling cargo in St. John's in view of the competitive summer freight rates of the Canadian National Railways. These high costs, they contended, are a major factor in the decline of tonnage of imports coming into St. John's. They cited the withdrawal from the trade in 1956 of the *Constantine Service* because of the high and uneconomic operating costs, after building up to full cargoes and using British ships. Another company took one ship from the trade and may be forced to withdraw another. In brief, the main contention of the employers' representatives was that the shipping companies face a financial crisis in their operations in St. John's. They maintain that in the interest of all concerned and of the port, mechanical equipment must be freely available for use as considered feasible, so that employers will have incentives to improve the efficiency of their premises;

increase in sling loads is essential and reduction in gangs mandatory.

Time and One Half

The Board accepts the logic of the union argument that time and one half the day rate for night work is increasingly becoming the pattern in industry. It is paid at Halifax for similar work and at Montreal for deepsea longshoring. But increases in wages are so inextricably tied with conditions and practices of work that they can scarcely be separated. The demand under these conditions cannot be considered in isolation or on any theoretical basis but against the traditional background of working practices. Both parties agreed that these practices are basic bargaining weapons.

Use of Mechanical Equipment

Free and unrestricted use of mechanical equipment is permitted in the three ports referred to the Board for comparative purposes; Halifax, Montreal and Corner Brook. The union representatives affirmed their agreement in principle with the use of mechanical equipment but queried its applicability in sheds other than the Furness Withy under existing conditions. As its applicability or feasibility is primarily the

responsibility of the employers, the Board is of the opinion that free and unrestricted use should be permitted.

Size of Gangs

The union regards the existing sizes of gangs and weights of sling loads as fundamental conditions of work based on long experience and existing local conditions and are subject at best only to moderate change. Their basic fear underlying any changes in these working conditions appears to be unemployment of its members.

Traditionally a single gang working a steamer hatch must consist of at least 21 men exclusive of the assorter and the foreman. The number of men working at a hatch cannot be increased without "doubling up", that is, using a double gang of 32 men exclusive of assorter and foreman. The Board shares the view of the committee of investigation of 1940 that "the rigidity of existing rules prevents adjustments in the number of men working at a hatch according to the size of the steamer or the particular job in hand, in the manner possible under union rules in other North Atlantic ports, like Halifax. We are satisfied that work could frequently be done efficiently and safely with fewer men even with existing facilities and that rules regarding the size of gangs are more restrictive here than elsewhere." The Board is convinced that the size of the gangs can and should be reduced especially in the case of the double gang where the extra man on deck, not used in other ports, appears unnecessary and other reductions are feasible. The report of the trade dispute board of 1942 which the Union regards as establishing the charter of working conditions along the St. John's waterfront expressed no view on this point. Since no evidence was produced to indicate the dissatisfaction of employers with existing gangs, it simply followed the current practice.

In expressing this general view, the Board is cognizant of the relationship between the conditions of the premises and the size of gangs required to work the hatch, sort out the cargo and perform the other functions required of the longshoremen. Conditions of premises leading to inefficiency of work attribute to the relatively low productivity of longshore labour in St. John's and the relatively higher labour costs of handling cargo, as well as the size of the gangs. In short, the increased costs of handling cargo in St. John's cannot, in the opinion of the Board, be attributed solely to union practices regarding size of gangs. It is questionable whether in actual practice under existing conditions the size

of the gang, where the double gang is now used, can be reduced at certain premises below 28 without further loss of productivity. But the employers should be able to reduce gangs as conditions warrant and improvements are made.

Weight of Sling Load

The weight of a sling load for a single gang was increased from 500 to 800 lbs. and for a double gang from 1,000 to 1,200 lbs. in 1942 by the trade dispute board and has been unchanged since that date. That board based its decision on what it considered fair under all circumstances, especially the facilities of the port and, apparently, on the predominant practices of the port of Liverpool. The union objections to changes in weight of sling loads are fear of increased unemployment, fear of men being overworked under pressure and the inadequacy of existing premises which would lead to confusion for which the union would be blamed. The Board, cognizant of the fact that substantial changes in sling loads would necessitate improvements in working conditions and organization at most premises, is of the opinion that the weight of the sling loads could be increased without physical hardship to the men and with increased efficiency and more rapid despatch of ships. The consequences to smooth operations are the responsibility of the employers.

Recommendations

The Board is very conscious of the relationship between tranquil and efficient longshore operation to the future of St. John's as a distributing centre and a seaport, especially in view of the proposed new harbour development. The issues with their implications and social ramifications are of vital importance to the whole community as well as to the parties involved in the dispute. The Board is convinced that in the relatively near future the port of St. John's must approach the working conditions of the port of Halifax, if it is to maintain its economic importance. The confidential information placed before the Board indicates the financial crisis facing the shipping companies and the need for more economic handling of cargo and quicker despatch of ships. The reduction or elimination of certain working practices will reduce costs and enable employers to be free to embark upon the improvements in facilities and working conditions, which are equally, if not more, essential to reduce costs of unloading and loading. On the other hand it is not reasonable in view of historic and present conditions to expect the union to abandon overnight their

cherished and long-established working principles and habits. Changes must in the opinion of the Board, be phased in.

The logic of the arguments presented to the Board as well as the logic of all the circumstances surrounding this dispute have led the Board to recommend the following:

1. Free and unrestricted use of mechanical equipment.
2. The signing of a three-year agreement embodying the Halifax Agreement in its entirety except for the number of men in gangs, sling loads and wage rates as set out below:

Year	Gang	Sling Load	Daily Rate	Night Rate
1958	28	1,450	1.84+.08* or 1.92	2.76+.08 or 2.84
1959	25	1,700	1.88+.16 or 2.04	2.82+.16 or 2.96
1960	21	2,000	1.92+.23 or 2.15	2.88+.23 or 3.11

*NOTE 1. Under the Halifax Agreement the \$1.84 daily rate is paid directly to the men and the .08c is paid into a jointly-controlled welfare fund. As there is no welfare fund at present in St. John's, the Board leaves it open to mutual agreement whether the Halifax practice will be followed or the \$1.92 be paid directly to the men. The same applies to the night rate payments.

†NOTE 2. The current Halifax day rate is \$1.92 plus 23 cents paid into the welfare fund.

The Board is aware of the heavy burden imposed upon the employers by the initiation under existing conditions of the Halifax Agreement but it is a burden which, as they have indicated by their proposals, they are prepared to undertake.

Mr. Daly, nominee of the bargaining agent, though agreeing with the body of the report, feels he cannot support the recommendations providing for a three-year agreement. He proposes to submit a minority report.

(Sgd.) M. O. MORGAN,
Chairman.

(Sgd.) M. G. DALTON,
Member.

MINORITY REPORT

The immediate cause of the dispute was the failure of the employers and the union to negotiate a renewal of the collective agreement which expired on April 30, 1958,

Year	Gang	Slingload	Day Rate	Night Rate
1958	28 men	1,450 lbs.	\$1.92	\$2.84
1959	25 men	1,700 lbs.	\$2.04	\$2.96
1960	21 men	2,000 lbs.	\$2.15	\$3.11

I would agree with a "phasing in" of reduced gangs if this was to be negotiated between the parties, in the light of all the other circumstances, existing and anticipated. But, in view of changing conditions along the St. John's waterfront and particularly in view of the harbour development project now in the early stages of implementation, I do not think it right that the Board should make recommendations which, if accepted, would bind the

an agreement governing the wages and working conditions of some 900 longshoremen in the port of St. John's.

The basic points at issue are: the union is requesting the payment of time and one-half for early night and late night periods; the Newfoundland Employers' Association Limited is countering with a demand for changes in the gang system, an increase in the slingload, and the free and unrestricted use of mechanical equipment in return for granting the increased wage asked for these night periods.

While agreeing with the body of the report filed in this matter by the majority the Board (the chairman and Capt. Dalton), I find myself unable to accept or agree with their recommendations. In addition to recommending the free and unrestricted use of mechanical equipment (with which I agree), they recommend implementation of the Halifax Agreement, to be "phased in" over a three year period as follows:

employers and the union to a three-year scheme of reorganization at this time. In my opinion, the parties should be free to negotiate yearly while harbour development plans are progressing. As circumstances along the waterfront alter and as new operating patterns become established and defined, both sides will be in a better position to evaluate the effects of these changing conditions and to work out an agreement accordingly. For these reasons,

I do not think it feasible now for the Board to make recommendations of such a nature, with implications extending so far into the future.

As an alternative to the recommendations of my colleagues on the Board, I would submit the following recommendations which I sincerely believe could be used to effect an immediate settlement of the dispute, enabling the parties to conclude a one-year agreement and leaving them free to review the circumstances existing longshore a year hence.

My recommendations are as follows:

1. Free and unrestricted use of mechanical equipment.

2. For ships over 500 tons: a gang of 28 men, a slingload of 1,350 lbs., an hourly rate of pay of \$1.80 for day work and \$2.70 per hour for early and late night work.

3. For ships under 500 tons and all C.N.R. vessels (except *Random* and vessels of her type): a gang of 21 men, a slingload of 950 lbs., an hourly rate of \$1.80 for day work and \$2.70 per hour for early and late night work.

(Sgd.) L. DALEY,
Member.

Report of Board in Dispute between

Owen Sound Transportation Company, Limited
and

Seafarers' International Union of North America

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, The Honourable Walter E. Harris of Markdale, and Hary Simon of Toronto, has met the parties at the City of Toronto on Friday, June 13, 1958.

The parties were represented as follows:

For the Employer—

Ivor Wagner, President,
W. W. Barnard, Vice-President and
General Manager.

For the Union—

McLaughlin, Representative,
Alfred Bennett,
Ray Doucet.

The case on behalf of the union was conducted by Mr. McLaughlin and on behalf of the company by Mr. Wagner.

The issues referred to this Board are as follows: reduction of work week to 40 hours, wage increase, contract setting a basic manning scale for ships, a request for eight

statutory holidays and premium pay for time worked on them, unrestricted vacation pay, request for unbroken meal hour, request for meal and room allowance ashore, loss of personal belongings and a contract for compensation therefor. These issues were thoroughly canvassed by the union in their brief, and were met individually by the company's presentation. All have a cost impact upon the company's operations and, therefore, must be termed as monetary.

The union took the position, basically, that this company was so far behind the position of seamen operating on the Great Lakes in their wages and in their general conditions of work that a comparison was not really possible. They took the position that even to compare them against the present situation of the general lake carriers under Canadian registry before the last negotiations was almost impossible due to the great discrepancy, but if there is any improvement to the employees of the regular lake carriers after the current negotiations, which incidentally now has been reported, the situation would only be that much worse. The union took the position that it was not open to the company at this stage to say that they could not meet prevailing conditions, because there was no responsibility upon the employees to subsidize the operation of this company by accepting low wages and unreasonable working conditions.

The company, of course, took the position that their operation was not at all comparable to the general lake carriers, that the employees of these ships were in no wise competing with the lake carriers and that

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Owen Sound Transportation Company Limited, Owen Sound, Ont.

The Board was under the chairmanship of Judge W. S. Lane, Picton, Ont., who was appointed by the Minister on the joint recommendation of the other two members, the Hon. Walter E. Harris, Q.C., Markdale, Ont., and Harold Simon, Toronto, nominees of the Company and Union respectively.

The text of the report is reproduced here.

any wage increase or cost which would add to the labour cost would undoubtedly force this company to cease its operations. They felt, therefore, that they were in no position now to make any real concession on any of the issues before the Board because of this serious situation. In effect, they state, this company is not able to pay the increases asked or, for that matter, any substantial increases at this time and remain operative.

In the light of this situation, therefore, it becomes necessary for our Board to consider the economic situation as it applies to this company and to its employees. The company filed with the Board its financial statement, and the statement is a matter of substantial interest to us at this time. There is no doubt, in the first place, that this company is not insolvent, but it is also true that there is a substantial bond indebtedness running in excess of half a million dollars which must be met. It is significant that this bond indebtedness is a result of steamship purchases or new building of ships which took place in 1946 and 1950. These ships cost somewhat over a million dollars to construct. In addition, there is an older ship which is carried at a value of some \$78,000.00. Consequently, without going into particulars of the assets of the company, we are dealing here with an operation involving substantially over a million dollars which, according to the financial statement of the company, produces only a net profit of fifteen thousand odd dollars. The breakdown of this statement, which showed the operational position of the three ships as it applied to the various runs, seemed important to us. The ferry ship, which is on the Manitoulin run continuously, showed a profit in its operation according to the operating statement of \$139,563.61, whereas the other two ships which are basically on the Sault Ste. Marie and North Channel run showed operating deficits of \$15,723.82 and \$42,768.73. Added to this, the shed operation which must, of course, be carried in the general operation showed a loss of \$2,847.08, leaving a net position on operations of somewhat better than \$95,000.00. It is important in this connection to remember that this net position includes the subsidy which is paid to have this North Channel run carried on of \$100,000.00, and it is also significant as we have stated that this is only an operating statement and does not carry in its account the general statement of the company which reduces this operating surplus to a net surplus, when all charges necessarily made are considered, of \$15,141.19. Of course, here again we must remember the depreciation claim of \$80,495.51,

which appears to be rather large but which is in that amount by reason of the retirement of the bond issue. In addition, this statement does not reflect the possible impact of the new bridge at Mackinaw which could be very serious. We understand, although this was not a matter of evidence but merely conjecture on the hearing, that business this year is not as good as formerly. It will, therefore, be seen that this company with a substantial fixed liability would have very considerable difficulty in meeting a generally increased wage bill, but by the same token the employees are not responsible to see that the capital replacements of the company are paid at their expense out of operations. If we write off this whole depreciation, it would not be proper, but even if we do not we end up with a profit statement which would be substantially under \$100,000.00 and that certainly is not a particularly healthy position for any company's operation with the investment that is present here. We, therefore, have in assessing the situation to bear in mind this company's difficulties in maintaining this operation, and at the same time we must remember the effect upon its employees if it should be found that the cost involved in the payment of its help should force the operation to come to a stop. I think it is necessary for us to consider, too, the report of another board of conciliation which was dealing with the Lake Carriers' Association to which we have referred above. It's true that a settlement has not been reached on the basis of this report, and to that extent it is not setting out a situation which defines the working conditions, and it may be that as a result of the negotiations had on the basis of this report that something different will evolve than is set out in it. At the same time, we must remember that it is not likely that anything less than this report will be agreed upon.

We think that it is important insofar as the 40 hour week is concerned in particular. The week worked here is on the basis of a 56 hour week as is the case in the other lake carriers. The financial situation of this company and the general lake carriers was completely different. The lake carriers find themselves in prospective difficulty but not immediate difficulty as is the case with this company. After considering this issue, we do not see how it is possible for this company to reduce its scheduled hours. The comparables of the lake carriers' Association have not reduced their hours by agreement as yet and there is no recommendation so far as we know that it be

so reduced, although there has been a recommendation for special monetary provisions to somewhat alleviate the long hours worked. We, therefore, do not feel, in spite of the fact that we recognize that seamen do work extra long hours as compared to industry and that seamen on the Great Lakes work longer than do seamen in some other parts of the world, that we can at this stage make a recommendation reducing the hours as requested. We do not feel that we can add to the costs of operation of this company any sum which would contemplate payment for hours worked over forty, even though that payment be postponed to the end of the navigation season. It still remains a matter of cost which this company can ill afford to pay. This is a majority recommendation of the Chairman and Mr. Harris. Mr. Simon would dissent. He feels that, as set out in the union's brief, seamen in some other British Commonwealth countries are on a five day week as they are in the United States and that it is a must that the work week be reduced to a forty hour, five day week based upon the New Zealand formula. This New Zealand formula contemplates that at the end of the navigation season each employee would be paid in a lump sum the accumulated amount which would be owing to him for hours worked over and above the forty hour week during the term of his employment.

This Board proposes to deal next with the manning scale. The majority of the Board, after hearing the representations of both parties, do not feel that the manning scale case was made out here by the union. This, in our opinion, is a demand which, while it may be justified in the general lake carrier trade, is a demand which does not particularly affect this company. There was no evidence brought before us that these ships were undermanned and we feel that there is no reason for us here to add to the operative costs of setting up a special manning scale for this operation. Mr. Simon dissents and would feel that there should be a manning scale set as requested in the union demands.

The next issue with which we propose to deal is that of personal belongings. The demand was for an artificial amount which it was felt was more than any of the unlicensed personnel would have on board ship at the time of any possible disaster, and while the company was not averse to guaranteeing to the employee his loss, they did not feel that they could make a blanket guarantee which under certain circumstances would be only a premium payment. The Board unanimously have felt that we

should recommend that employees should be required to register their belongings when going on board ship and that the company should guarantee the employee against loss of those articles in case of marine disaster.

The next issue is that of room and meal allowance. The Board here, after hearing the position of the parties, have felt that the meal allowance here was inadequate. The old allowance was 75¢ per meal and \$3.00 per room. We feel that this should be increased to \$1.00 per meal and \$4.00 per room. This should not be a serious item from this company's standpoint because of the particular operation, but we feel that they should be made on this basis in spite of the extra cost involved.

The next issue is vacation pay. The union here asks for unrestricted vacation pay, and the union has asked that any employee who is discharged for cause during the navigation season shall be paid. They have asked for the deletion, in fact, of Section (c) of Clause 8 on Vacation Pay, and the basic reason is that they take the position that anyone who is discharged during the season should be entitled to his vacation pay which he has earned during the part of the year that he has been in the employ of the company. The request here has substantial merit because vacation pay is not something that is given to an employee, it is something which he earns. The Board, therefore, feel that we must recommend to the company that in this instance they should write in a clause which would allow an employee discharged during the season pay for the portion of his vacation pay which he has earned during the term or part of the year that he has worked for the company. To cut him off on the basis of discharge on any ground leads to capricious exercise of authority and even though the situation may justify a particular discharge it does seem unfair that a man loses something by it that he may already have earned. This recommendation, therefore, is unanimous.

The Board after considering the issue of statutory holidays do not feel that we can make a recommendation on this which could be worked out. If we made any recommendation dealing with this matter, it becomes a straight question of pay, and while we recognize that statutory holidays are in principle a guarantee given the employee against an enforced layoff, that cannot take place here because under no circumstances can these ships stop in their scheduled runs to observe the holiday and, therefore, the employee is not laid off. He, therefore, has his opportunity to earn and in fact does earn his regular wage. We

would feel differently about this were it possible for the company to take alternative days off and give the men time, then if they had to work them they should be forced to give extra pay, but that is not a possible solution and if we made a recommendation as requested it would become one of penalty or one of automatic wage increase, which is not too obvious to the employees. The majority of the Board, therefore, feel that we cannot at this stage make a recommendation on this issue. Mr. Simon dissents. He feels that, as in industry, the employees should be paid for their time for those holidays which the men are required to work.

That brings us to the issue of wages. This, as in the case of all conciliations, is the major issue involved here. We must recognize the financial difficulties of the company in making our conclusions here. We must also recognize the justice of the men's position when they find themselves so far short of the other lake carriers in their pay. We must remember that this company has no right to expect the men to subsidize its operation. At the same time, we must remember that to give too large an increase will almost certainly cut off the prospect of employment with this company. It may be that some people will say that if the company can't pay normal wages it should not operate. In many instances, that argument is valid. On the other hand, with a deflated economy such as appears to be the situation now, it would not be a service to the employees themselves for us to make recommendations which would result in the curtailment or stoppage of employment. The men here who seek employment with this company by and large are local people of the district from which these ships operate. The employment to them is valuable because of this situation. The labour pool is not prejudiced, therefore, by wages which to the national standard might appear to be low. To cut off this employment would

have serious repercussions upon the local situation and is not by any means desirable in spite of the fact that all of us must recognize that the wages here are not too satisfactory. In arriving at a conclusion or a recommendation, therefore, we must bring up a recommendation which will allow the company to operate and provide the employment which is desirable and yet contemplate such a wage as will meet the necessities of the persons employed. To this end, therefore, we are prepared to recommend that there be an increase of eleven dollars (\$11.00) per month to the unlicensed personnel. While we recognize that this increase is not too satisfactory, we feel that it is the best that the company can hope to do in the light of its present financial difficulties. In our opinion, if this company be required to do more, it will result in the not too distant future in the folding up of the operation and thereby a withdrawal of the employment from those persons in the Owen Sound district who seek employment with this company. This would be unfortunate both from the standpoint of the operators and from the standpoint of the employees.

Dissents

Mr. Simon dissents from this point of view. He does not share the apprehension of the Chairman and Mr. Harris. He feels that this company will be able to operate in spite of the increased costs involved in his recommendation and he, therefore, would in place of the wage recommendation set by the majority of the Board recommend that there be an increase of twenty-four dollars (\$24.00) per month to the unlicensed personnel.

(Sgd.) WILFRID S. LANE,
Chairman.

(Sgd.) HARRY SIMON,
Member.

(Sgd.) W. E. HARRIS,
Member.

Agree to Let Health-Welfare Benefits Run 6 Months after Layoff

Health and welfare benefits of wholesale and warehouse workers in New York City will be safeguarded, in the event they lose their jobs, for a period of six months after they become unemployed, under a new labour-management plan. Under the old plan's rules, workers lost their protection after 60 days.

Workers affected by the plan are members of District 65, Retail, Wholesale and Department Store Union.

The joint board of trustees set up to control the employer-financed plan has appropriated \$50,000 from the total reserves of the regular fund of more than \$10,000,000 to guarantee that idle workers and their families would retain their rights to medical care, hospitalization, death and burial benefits for as long as six months after a worker becomes idle.

Report of Board in Dispute between

Shipping Federation of British Columbia

and

International Longshoremen's and Warehousemen's Union

The Board of Conciliation established to deal with the matters in dispute between the above-cited parties was composed of F. E. Harrison, Chairman, George Home, nominee of the union, and George Robson, nominated by the Federation.

The dispute relates to wages and working conditions affecting longshoremen employed at the ports of Vancouver, New Westminster, Victoria, Chemainus and Port Alberni in the Province of British Columbia. It arose over the failure of the parties concerned to reach a mutually satisfactory agreement for renewals of the contracts, five in number (Exhibit 2), which expired on April 30, 1958. Altogether there are approximately sixteen hundred (1600) regular employees and four hundred (400) casuals at the ports mentioned.

Efforts were made to reconcile the differences between the parties through the good offices of the Federal Department of Labour officials. Several of the items under dispute were tentatively accepted by the representatives of the Federation and the Union but for others of the salient requests for changes in the expired agreements no mutually satisfactory solution could be found.

At the first sittings of the Board the interested parties were represented as follows:—

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, and 508) and Shipping Federation of British Columbia, Vancouver.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, both of Vancouver, nominees of the Federation and Union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Robson. The minority report was submitted by Mr. Home.

The majority and minority reports are reproduced here.

International Longshoremen's and Warehousemen's Union

(Locals 501, 502, 503, 504 and 508):—

W. Henderson, Vancouver, B.C. Chairman; L. Lobinsky, New Westminster, B.C., L. Mackie, Port Alberni, B.C., R. Rae, Chemainus, B.C., R. Smith, Vancouver B.C., C. Richards, Victoria, B.C., V. Woodford, Vancouver, B.C., committee members; E. Bjarnason, Vancouver, B.C., statistician.

Shipping Federation of British Columbia:— Captain George E. McKee, Chairman; E. P. Barr, Union Steamship Company of New Zealand Ltd.; E. T. Clendenning, Empire Shipping Co. Ltd.; J. F. Laidlaw, Empire Stevedoring Co. Ltd.; R. M. Mather, Seaboard Shipping Co., Ltd.; J. S. McAndrew, Terminal Dock & Warehouse Co. Ltd.; G. L. Smith, Anglo-Canadian Shipping Co. Ltd.; N. P. Smith, Canadian Blue Star Line Ltd.; R. McRae, Canadian Stevedoring Co. Ltd.; H. Harrison, Furness-Withy & Co. Ltd.

The union representatives submitted a brief (Exhibit 1) which sets forth their demands for changes in the provisions of the expired contracts, numbering fifteen items, while the Shipping Federation in its brief (Exhibit 4) requested approximately twenty-five modifications, many of them of a minor nature.

Following those presentations, the Board suggested that the parties should resume joint conferences in an endeavour to reach a mutually satisfactory agreement of the matters at issue. This proposal was readily accepted by them and, as a result, several items were tentatively agreed upon but only if others left unsettled were finally resolved. Upon some of the important matters, such as wages, pensions and hours of work, no satisfactory basis of settlement could be found.

The Board then proceeded to hold further sittings at which both parties were represented. Additional submissions, both written and oral, were received. Factual briefs and exhibits were presented and each party was afforded full opportunity to answer and comment upon representations put forward by the other.

The recommendations of the Board with respect to the matters at issue are as follows:—

1. Common Agreement

That the parties adopt the suggestion that there be one agreement in place of the present five separate contracts; that in order to bring this about the general clauses and working conditions of the present agreements be made uniform insofar as all five Locals are concerned; that provision be made in the one agreement for scheduling, under the heading of each respective Local, any mutually acceptable differences in local practices.

2. Vacations With Pay

It is recommended that the present vacation plan for the Deepsea Longshoremen be replaced by the following:—

- (a) for service of less than 2 years, vacation and vacation pay to be set forth in the recently passed but not yet proclaimed Federal Annual Vacations Act, viz. 2%. Provided, however, that no employee of less than two years' service shall receive less than he would have been entitled to under the "Vacations with Pay" provisions of the expired contracts.
- (b) for service of 2 years or more but less than 10 years, vacations and vacation pay to be as set forth in the Act referred to in (a) above, viz. 4%.
- (c) for service of 10 years or more but less than 15 years, vacation pay to be at 5% of annual earnings.
- (d) for service of 15 years or more vacation pay to be at 6% of annual earnings.

3. Paid Holidays

So far as the Board is able to ascertain nowhere in the stevedoring industry are employees receiving pay for statutory holidays when no work is performed. Under the circumstances, the Board does not consider that this request of the union should be granted.

We recommend, however, that the clause "Holidays" of Section 6, Schedule "A", as contained in the present Vancouver contract, should be retained in the proposed new agreement.

4. Pensions

That the representatives of the employers and the union enter into negotiations without delay on the question of pensions. Failing satisfactory progress being made by March 1, 1959, application may be made by either of the parties concerned to deal with the matter under Section 22, Subsection 2 of the Industrial Relations and Disputes Investigation Act. Any agreement reached by the parties on the matter of pensions or

recommendations made by a Conciliation Board shall not be incorporated as part of the collective agreement between the parties.

5. Wages

It is recommended that an increase of ten (10) cents per hour be applied to the various classes of labour mentioned in the expired contracts from the date of this report.

6. Other Matters

It is the opinion of the Board that the other matters raised by the respective parties, most of which are highly technical and complementary one with the other, should be adjusted on a mutually satisfactory basis by way of joint conferences between the parties. This procedure has resulted in mutually satisfactory solutions of similar problems in the past and we therefore recommend that it be followed in the present instance.

7. Duration

That an agreement be entered into between the Shipping Federation of British Columbia and the International Longshoremen's and Warehousemen's Union (locals 501, 502, 503, 504 and 508) for a period of one year from May 1, 1958, and to expire on April 30, 1959.

The Board is pleased to report that harmonious relations have existed between the parties to this proceeding over a long period of years and that the hearings were conducted in an atmosphere of friendly co-operation, indicating a desire to reach agreement and to understand the problems affecting both parties.

All of which is respectfully submitted.

(Sgd.) F. E. HARRISON,
Chairman.

(Sgd.) C. G. ROBSON,
Member.

Minority Report

I recommend the following:

Wages: The Union's request was for a 24% increase, equal to 61½¢ per hour. I would recommend an increase of .18¢ per hour, approximately 6.5%, retroactive to 1st May, 1958.

Hours of Work: I recommend that Schedule "A", Section 12, sub-sections (a) and (c) be amended by deleting the words "nine hours" and substituting "eight hours". This would make provision for the eight-hour work day.

Minimum Work Pay: I recommend that Section 10, Schedule "A" be amended by substituting four hours (4) for the two (2) hours. If the ship does not arrive and the gangs are transferred to another ship the minimum will be two hours. This would make provision for a minimum pay for four hours working time.

Pensions: A joint committee has been discussing a contributory pension plan for a period of two years without arriving at mutually acceptable proposals. I would recommend that from the pay period commencing September 1, 1958, a deduction of 4% of total wages be taken from each employee and from subsequent pay periods, as the employees' share of a contributory pension plan—as a start on a plan which contains the following principles:

1. The employers to make contributions at least equal to employees' to such a plan.
2. The plan to be jointly administered.
3. Full information to be available to both groups of contributors.

Vacations With Pay: I recommend that vacations with pay be calculated on the following basis:

1. For employees with less than 2 years' service, a vacation pay and period equal to 3% of total earnings.
2. For employees with 2 years' service but less than 10 years: 4% of total earnings.
3. For employees with 10 years' or more service, 6% of total earnings.

Paid Statutory Holidays: Clause "Holidays" in Section 6 of Schedule "A" as contained in the present Vancouver contract should be retained in the proposed new agreement. *Common Agreement:* That the parties adopt the suggestion that there be one Agreement in place of the present five separate contracts, and that in order to bring this about the general clauses and working conditions of the present contracts be made uniform insofar as all five Locals are concerned; that provision be made in the one Agreement for scheduling, under the heading of each respective Local, any mutually acceptable differences in local practices.

Where mutual changes cannot be obtained then the present working conditions for these separate Locals will be maintained. *Other Matters:* That other matters raised by the respective parties, most of which which are highly technical and complementary one with the other, should be adjusted on a mutually satisfactory basis by way of joint conferences between the parties. This procedure has resulted in mutually satisfactory solutions of similar problems in the past and we therefore recommend that it be followed in the present instance.

(Sgd.) GEORGE HOME,
Member.

Report of Board in Dispute between

The Packers Steamship Company Limited
and

National Association of Marine Engineers of Canada, Inc.

The Board of Conciliation appointed to deal with the above-cited dispute consisted of T. R. Watt, nominee of the employer, E. Hopkins, nominated by the union, and F. E. Harrison, Chairman. Sittings of the Board were held at Vancouver, B.C., commencing on June 6, 1958.

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with the dispute between the National Association of Marine Engineers of Canada Inc. and The Packers Steamship Company Limited, Vancouver.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, T. R. Watt and Elwyn Hopkins, both of Vancouver, nominees of the company and union respectively.

The text of the report is reproduced here.

National Association of Marine Engineers

Denis McKeown, Agent
R. G. Greaves, President
E. Bjarnason, Statistician

Packers Steamship Company Limited

Lorne Hume, Manager of Industrial Relations
Robert McLennan, Assistant Manager of Industrial Relations
Montague Aldous, Manager, Packers Steamship Company Limited
J. A. Horne

The dispute arose over the failure of the company and the union to reach a mutually satisfactory agreement regarding wages and working conditions of a renewal of the previous contract which expired on August 31, 1957. At the first meeting of the Board, with the interested parties, the union presented a brief (Exhibit 1) which contained

its demand for changes in the following clauses:

1. Wages
2. Hours of Work
3. Overtime Rates
4. Union Recognition
5. Check-off
6. Union Hiring

After receiving the various submissions, the Board suggested that representatives of the union and the company should hold further conferences in an effort to reconcile their differences. As a result of those conversations, tentative agreement was reached on all items with the exception of wages, hours of work and overtime rates.

The Board has carefully considered all submissions and representations made on behalf of both parties. Full opportunities were afforded to representatives of the union and the company to present their views and to answer submission in opposition. The presentations were offered to the Board in the form of written briefs, as well as oral discussions, supported by a number of exhibits.

Having regard to the evidence submitted to the Board, it recommends as follows:

1. *Hours of Work (Leave)*

That leave should be granted upon the following basis:

- (a) When two six (6) hour watches are worked per day, leave shall be accumulated at the rate of 1.0 days for each day worked.
- (b) When two four (4) hour watches are worked per day of eight (8) hours in one day, leave shall be accumulated at the rate of 0.4 days for each day worked.

2. *Overtime*

That in payment for mechanical overtime an allowance of ten (10) dollars per month or one hundred and twenty (120) dollars

per annum be paid to all classes of marine engineers employed by the company.

3. *Wages*

That the wage rates now being paid to the various classifications of marine engineers employed on vessels operated by The Packers Steamship Company Limited should be increased forty dollars (\$40.00) per month from July 1, 1958.

That on July 1, 1959, to the scheduled monthly wage rates shall be added any wage increase granted in the towboat industry to marine engineers on vessels of similar power class, in the first year of the then existing towboat contract.

In the event that the towboat industry contract is concluded between the parties concerned for a period of two years, then on July 1, 1960 there shall be added to the monthly rate for marine engineers any wage increase implemented in the second year of the contract consummated between the National Association of Marine Engineers of Canada and the B.C. Towboat Owners' Association. The new agreement between the union and The Packers Steamship Company Limited should then continue in effect without other change in the wage structure for an additional twelve months, namely to June 30, 1961.

4. *Term of Agreement*

That the renewal agreement should be made for a period of two years dating from July 1, 1958 to July 1, 1960 subject to any agreement signed by the National Association of Marine Engineers of Canada, Inc. with the B.C. Towboat Owners' Association, as contemplated in the recommendation on the question of wages.

(Sgd.) T. R. WATT,
Member.

(Sgd.) ELWYN HOPKINS,
Member.

(Sgd.) F. E. HARRISON,
Chairman.

A United States steel company violated its collective agreement with the United Steelworkers when it gave its scrap reclamation work to an outside firm, an impartial arbiter has ruled.

In 1957, after doing scrap reclamation with its own men and equipment for six years, Bethlehem Steel Company gave the work to a scrap reclamation firm. The union lodged a grievance, contending that the Company's action arbitrarily reduced the scope of the bargaining unit. When the Company agreed that the plant's yard department constituted a seniority unit, the union argued, it assumed an obligation not to transfer work out of that unit.

The arbiter recognized two types of issues involved in the case, the charge that the Company had violated obligations implied in the contract and the charge that it had violated express obligations. He agreed with the union that the Company violated an express obligation in the "local working condition" clause in the contract.

Report of Board in Dispute between

Certain of the Canadian Railways
and

17 Unions of Non-Operating Employees

In the matter of the Industrial Relations and Disputes Investigation Act and of a dispute

Between:

Canadian National Railways,
Canadian Pacific Railway Company,
Toronto, Hamilton and Buffalo Railway Company,
Ontario Northland Railway,
Algoma Central and Hudson Bay Railway,
Midland Railway of Manitoba, railway Express Agency, Inc., hereinafter referred to as "THE RAILWAYS"

And:

The bargaining agents of the non-operating employees of the said employers, viz.,
Brotherhood of Maintenance of Way Employees,
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees,
Division No. 4, Railway Employees' Department, AF of L,

During July, the Minister of Labour received the Report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute affecting the 17 international and national railway labour organizations, representing approximately 128,000 non-operating employees, and the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma, Central and Hudson Bay Railway, Midland Railway of Manitoba, and Railway Express Agency Inc.

The Board was under the Chairmanship of the Hon. Mr. Justice H. F. Thomson, Regina. The other members of the Board were Philip F. Vineberg, Montreal, the nominee of the companies and David Lewis, Toronto, the nominee of the joint negotiating committee for the unions.

The Report of the chairman and Mr. Lewis, constitutes the report of the Board. The minority report was submitted by Mr. Vineberg and additional observations appended to the majority report were submitted by Mr. Lewis.

The texts of the majority recommendations with appended additional observations are reproduced here below. The minority report will appear in the October issue.

Canadian National Railway System Federation No. 11,

International Association of Machinists, International Brotherhood of Boiler-makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America, Brotherhood of Railway Carmen of America,

International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers,

International Brotherhood of Electrical Workers,

Commercial Telegraphers' Union,

Brotherhood of Railroad Signalmen of America,

Order of Railroad Telegraphers,

Canadian Brotherhood of Railway Employees and Other Transport Workers,

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants, hereinafter referred to as "THE UNIONS".

Before:

The Hon. Mr. Justice H. F. Thomson, chairman; Philip F. Vineberg, nominee of the employers; David Lewis, nominee of the employees, Members of the Board.

Appearances:

F. H. Hall, chairman of the unions' negotiating committee; G. R. Pawson, secretary of the unions' negotiating committee; Dr. J. C. Weldon, economist and consultant for the unions; Dr. D. Neilsen, assistant to Dr. Weldon,

and

John A. Nolan, QC, of counsel for the Canadian Pacific Railway Company; J. Brendan O'Conner, of counsel for the Canadian National Railways.

Union Representatives:

F. H. Hall, vice president, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; G. R. Pawson, international representative, Commercial Telegraphers' Union; F. P. Donovan, vice president, Brotherhood of Maintenance of Way Employees; S. H. Eighteen, secretary, Joint Protective Board, Canadian Brotherhood of Railway Employees and Other Transport Workers;

G. P. Schollie, general vice president, International Association of Machinists; T. W. Read, president-secretary-treasurer, Railway Employees Department, Division No. 4, AF of L-CIO; Roger Melancon, general vice president, Brotherhood of Railway Carmen of America; J. A. Cussack, vice president, The Order of Railroad Telegraphers; Sam Finlay, vice president, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers of America; Joseph Connolly, general organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; George P. Patterson, international representative, International Brotherhood of Electrical Workers; John H. Clark, international representative, Sheet-metal Workers' International Association; J. W. Lebeau, vice president, International Brotherhood of Firemen and Oilers, Helpers, Roundhouse and Railway Shop Labourers; H. A. Stockdale, grand lodge representative, Brotherhood of Railroad Signalmen of America; A. R. Blanchette, field organizer, Dominion of Canada, Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants; R. Y. Menary, international vice president, International Moulders and Foundry Workers' Union of North America; J. C. Weldon, economist for the unions; D. Neilsen, assistant to Mr. Weldon.

Railroad Representatives:

W. T. Wilson, vice president personnel, Canadian National Railways; T. A. Johnstone, manager labour relations, Canadian National Railways; E. K. House, assistant to vice president operation, Canadian National Railways; D. I. McNeill, vice president personnel, Canadian Pacific Railway Company; S. M. Gossage, asst. vice president personnel, Canadian Pacific Railway Company; E. Campbell, assistant manager labour relations, Canadian Pacific Railway Company; A. Jardine, general manager, Ontario Northland Railway; A. E. Cook, assistant to general manager, Toronto, Hamilton and Buffalo Railway; P. Leishman, supervisor of personnel, Algoma Central Railway; John Meisten, vice president personnel, Railway Express Agency.

The members of the Board established under the Industrial Relations and Disputes Investigation Act, in respect of the above mentioned dispute, consisting of The Hon. Mr. Justice H. F. Thomson of Regina, chairman; Philip F. Vineberg of Montreal, the nominee of the railways; and David Lewis of Toronto, the nominee of the unions, had their first conference

in the Windsor Hotel in the city of Montreal on February 28, 1958. Later on the same day they met with the representatives of the parties to determine the dates and times of hearings and the nature of such hearings and to settle the procedure to be followed during the hearings.

Hearings and Conferences

Public hearings were held in the Windsor Hotel. They commenced on Monday, March 3, 1958, and, save for a number of adjournments to suit the convenience of the parties or members of the Board, continued until June 6, 1958. Each of the parties was given the fullest opportunity to submit evidence and argument and took full advantage of the opportunity so presented. The case for each of the parties was ably presented and well argued. Although the issues were of the greatest importance and strenuously contested, the proceedings were throughout marked by a spirit of goodwill, courtesy and mutual respect, which was altogether refreshing and commendable.

On two occasions during the hearings, the Board endeavoured to bring the parties together in an atmosphere which would be conducive to collective bargaining. Small bargaining committees were appointed by the parties, and these committees met with members of the Board in camera. On the first occasion some progress was made and a certain measure of agreement was reached in regard to the question of health and welfare. On the second occasion, the Board endeavoured to get the representatives of the parties to indicate how far they would go to obtain a settlement on the question of wage increases. Both parties, however, were reluctant to concede anything and the Board's efforts at conciliation in respect of that matter were of no avail. At the conclusion of the hearings, a third attempt was made at conciliation. The members of the Board again met with the bargaining committees of the parties in a series of conferences. To facilitate a free and frank discussion of the matters at issue between the parties, it was arranged that the chairman and Mr. Lewis would first confer with the representatives of the unions and that the chairman and Mr. Vineberg would then confer with the representatives of the railways and this was repeated a number of times. While it was obvious that the parties were anxious to arrive at a basis for settlement, it soon became apparent that they were too far apart to make a settlement by agreement possible, and the Board was finally forced to abandon its attempts at conciliation.

Parties

The five railways involved in this dispute operate approximately 95 per cent of the total railway mileage in Canada. The Canadian National and Canadian Pacific, however, are much larger than the others. Between them they serve all of the ten provinces of Canada, operate 89 per cent of the railway mileage, and do 88 per cent of the freight and passenger business done by railways in Canada. Their rail network consists of approximately 39,000 miles of main and branch line track, and both railways have integrated with their railway operations a nation wide communications and express system. For the sake of convenience, therefore, the case for both parties is based upon the figures for the Canadian National and Canadian Pacific.

To man their railway, communications, and express system, the said railways between them have 192,305 employees. The classifications, the number and the percentage of the employees in the respective classifications are as follows:

Number of Employees

Canadian National Railways and Canadian Pacific Railway Company¹

(Lines in Canada)

Classification	Number	Percentage
<i>Organized non-operating employees:</i>		
Shop Crafts	41,702	
Maintenance of Way ..	32,695	
Clerks, Freight Handlers, and Labourers	25,018	
Express and Cartage .	11,414	
Telegraphers	8,515	
Commercial Telegraphers	7,138	
Sleeping and Dining Car Road Service (CN)	1,791	
Sleeping Car Porters (CP)	829	
Signal Employees	1,012	
TOTAL	130,114	— 68
Unorganized	18,891	— 10
Total Non-Operating .	149,005	— 78
Running Trades	33,161	— 17
All Other Employees .	10,139	— 5
GRAND TOTAL .	192,305	— 100

¹ including Joint Companies.

Source

Canadian National—Report of employees, service, and compensation, 12 month period, September 1, 1956 to August 31, 1957.

Canadian Pacific—Report of employees and their compensation, 12 month period, September 1, 1956 to August 31, 1957.

Union Demands

Pursuant to the provisions of their respective agreements with the railways, the unions on November 12, 1957, gave notice of their desire to have the said agreements revised and supplemented to give effect to certain proposals made by them. The railways in turn, on November 27, 1957, proposed that the vacation rule in the said agreement should be amended. Representatives of the parties met for the consideration of these matters but were unable to reach an agreement in respect of any of them and the matters in dispute between the parties have now been referred to the Board.

The following are the proposals made by the unions as set out in their said notice, viz:

- (1) Effective with commencement of the calendar year 1958, all rates of pay shall be increased by 11 per cent, plus 17 cents (seventeen cents) per hour;
- (2) Effective January 1, 1959, the railways and Railway Express Agency Inc. shall contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month for one year for the purpose of improving health and welfare plans in effect as may be mutually agreed;
- (3) Vacations with pay shall be on the following basis:

After one year's service, 10 working days;

After 10 years' service, 15 working days;

After 15 years' service, 20 working days;

(Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.)

- (4) The number of paid statutory holidays shall be increased to eight by the addition of Remembrance Day;
- (5) The principle of severance pay shall be recognized and established. The railways and Railway Express Agency Inc., shall set aside four cents (4c.) per hour per employee for severance pay, to be allocated among employees whose services are being terminated, on a basis of amounts and years of service to be mutually agreed upon;

- (6) Work normally performed by employees herein represented, or similar work which by past practice has been performed by them, shall not be contracted to be performed by other than railway employees;
- (7) (a) Excepting as to (2) hereof, the collective agreements between the railways, Railway Express Agency Inc., and the organizations signatory hereto shall be amended to conform with these proposals effective January 1, 1958, and shall continue in effect until December 31, 1958, and thereafter subject to sixty (60) days' notice in writing from either party to the agreement to revise, amend or terminate it. Such notice may be served at any time subsequent to November 2, 1958;
- (b) The foregoing does not prevent adjustments under normal processes in working rules, rates of pay of individual positions, correction of inequities as between rates for different individual positions, or negotiation of rates for new positions, or positions where the duties or responsibilities have been or are changed;
- (8) Employees shall be paid every second Thursday, or the last regular work day preceding such Thursday.

The following is a copy of the proposal made by the railways for the amendment of the vacation rule above mentioned, viz:

Employees qualified for one week's vacation shall be compensated therefor at 2 per cent of gross earnings in the preceding calendar year. An employee qualified for two weeks' vacation shall be compensated therefor at 4 per cent of his gross earnings in the preceding calendar year. An employee qualified for three weeks' vacation shall be compensated therefor at 6 per cent of his gross earnings in the preceding calendar year.

When these demands were made, the Canadian National and Canadian Pacific made a computation of what it would cost to grant them. The computation showed that for the non-operating employees alone the annual cost would be \$145,765,000. The railways, however, naturally assumed that wage increases and benefits granted to their non-operating employees would have to be extended to all other employees on much the same basis. On that assumption they estimated that the annual cost would be \$192,491,000.

During the course of the hearings, however, the unions' demands as to "health and welfare" and "vacations with pay" were modified to some extent and, in view of that modification, the railways prepared a revised computation. That placed the annual cost of granting the demands, as modified, insofar as the non-operating employees alone were concerned, at \$113,521,000 and the annual cost for all the employees at \$168,751,000. It also showed that the annual cost of an increase of one cent (1c.) per hour in the wage rates of the non-operating employees would be \$2,803,500 and that the annual cost of an increase of 1 per cent in the wage rates of those employees would be \$4,514,500. If like wage increases and benefits were granted to all other employees the annual cost of an increase of one cent (1c.) per hour would then be \$4,138,500 and the annual cost of an increase of 1 per cent would be \$6,895,500. No attempt has been made to estimate the total cost to all of the railways.

Wage Rate Demands

It will be convenient to consider the several demands made by the unions in the order in which they are listed in their notice of November 12, 1957. The first and by far the most important is the demand for wage increases, viz:

- (1) "Effective with commencement of the calendar year 1958, all rates of pay shall be increased by 11 per cent, plus 17c. (seventeen cents) per hour."

The position taken by the unions is very simple and easily understood. They contend that in determining wage rates it is absolutely necessary to have some standard of comparison to go by. They claim that ever since 1950 boards of conciliation and arbitration tribunals have accepted the wage rates paid to employees in the durable goods industries as the proper standard to be used in determining what are just and reasonable wage rates for the non-operating employees of Canadian railways. Specifically they assert that the durable goods standard has become the established standard of comparison and that they are now entitled to absolute parity with the employees in the durable goods industries.

Their demands in this connection are summarized in their written submission which was filed as Exhibit U-1 in the following terms, viz:

"To put matters briefly, the foundation of the employees' claims is the necessity for full and unqualified parity with the established and accepted standard for the

determination of their working conditions, that is to say, unmodified parity with the 'durable goods' standard, a chosen standard of the railways themselves and the standard that has now been tested and approved in these hearings by a long succession of Arbitration Tribunals and Boards of Conciliation. The employees are certain, as neutrals also have been, that neither the government nor the people of Canada wish them to accept substandard working conditions to subsidize the railways or the effects of public policy upon the railways."

The railways do not admit that the durable goods standard has become the "established" standard of comparison and deny that it is the best or most appropriate standard of comparison. Furthermore, they say that if an accurate comparison is made on the basis of the skills possessed and work done by their employees, it will be found that their employees are now receiving wages which are somewhat higher than the wages paid to their counterparts in outside industry. They also allege that their financial position is such that they are unable to pay higher wages and take the position that existing economic conditions are such that this is no time for making any change. They, therefore, contend that the terms and conditions of the existing agreements are fair and reasonable and that the said agreements should be continued in force without change for the further period of one year.

It will be seen from the foregoing that the unions' case for a wage increase is based squarely and almost exclusively on the durable goods standard or, as they call it, the "established standard of comparison". In effect they contend that it is not only the established standard but is the only standard or the sole criterion to be used in determining wage rates for the employees they represent. If that were so, all they would have to do is show that the wage rates of the non-operating employees of the railways are lower than the wage rates in the durable goods industries and automatically the wage rates of the former would have to be increased.

It seems that in 1948 the wages of the non-operating employees of the railways in the United States were out of line with, or in other words lower than, the wages of the employees in certain other industries. It also appeared that they worked longer hours than did their counterparts in outside industry. In October of that year a presidential emergency board granted to the non-operating employees of the railways an increase to bring their wages more

into line with the wages of employees in other American industries, and recommended the establishment of a 40-hour-week with the same take-home pay. In so doing the said Board used the wage rates of the durable goods and another group of industries in the United States as a basis of comparison and that is probably the origin of the so-called "durable goods standard".

It is true that since 1950 various boards of conciliation and arbitration tribunals have, as the unions contend, used the durable goods standard as a basis of comparison in determining wage rates for the non-operating employees of the Canadian railways. It is equally true, however, that they have done so with reservations. Practically all of them have recognized that the railway industry in Canada is unique; that a large proportion of its employees have no counterparts in outside industry; that there are many other points of difference between it and other Canadian industries, and that comparisons are difficult. That was made very clear by Mr. Justice Sloan in his award in 1954 when he said:

"The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use but there are divergencies which render the yardstick misleading and not an absolute guide."

"In the over-all result, it seems to me that the durable goods industry, may, with some reservation, be regarded as a reasonably good guide. It has at least one virtue; there is no other."

(The emphasis is ours.)

It is now generally accepted, however, that if any comparison is to be made, it should be made with those sections of industry in which the nature and variety of employment, the proportion of male and female employees and the territorial distribution of employees are most nearly comparable. On that basis, the employees in the durable goods industries are as nearly comparable to the non-operating employees of the railways as are the employees in any other group of industries in Canada, but that leaves much to be desired because of the many differences which do in fact exist between the railway industry and outside industries. In no case has any of the boards or arbitration tribunals said that the durable goods standard was an absolute guide or that it could be used to the exclusion of all other factors or circumstances which should be taken into account in wage determination.

As indicated by the extracts from his award above quoted, Mr. Justice Sloan was clearly of the opinion that the durable goods standard was not an absolute guide. That was even more clearly and explicitly stated in the reports of the board of conciliation of which Eric G. Taylor was chairman in 1956 as is shown by the following extracts from the report of the said board, viz:

"The first point which this Board would wish to emphasize is that, in its opinion, there cannot be only one criterion governing wage determination. *In every case there are several factors which must be taken into account.* A proper standard of comparison is one factor, a very important one. Another is the pattern of wage increases in the community since the last wage increase was granted the particular group of employees involved. A third is the cost of living reflected by the Consumers' Price Index, which, in the present instance, has remained at the same level since the last wage increase. *Finally, in appropriate circumstances, the ability of an industry to pay may also be of governing relevance. All of these factors must be kept in mind in attempting to arrive at a just and fair settlement of a wage or labour cost dispute.*"

"In view of this, it would be a pity if the established and accepted standard were now upset, unless there were very valid grounds for doing so. The evidence did not disclose any. In the totality of circumstances, we are of the opinion and so recommend that "Durable Goods" should continue to be accepted as the appropriate standard. However, in our opinion, *no standard can be an absolute guide or be applied mathematically or mechanically, regardless of all other circumstances and factors.*"

(The emphasis is ours.)

We respectfully agree that the durable goods standard is not an absolute guide but that does not mean that it can be disregarded. It is one of the factors which must be considered. It is indeed a very important factor but, as stated by the Taylor Board, it cannot be applied mathematically or mechanically without regard to other factors that are also of importance.

Under the settlement made between the parties in 1956, the non-operating employees of the railways were granted a wage increase of 11 per cent of which 3 per cent was effective as of January 1, 1956, 3 per cent as of April 1, 1956, 2 per cent as of November 1, 1956, and 3 per cent as of

June 1, 1957. As a result of that settlement, the average hourly earnings of the employees before this Board on June 1, 1957, were increased to \$1.628. There has been no subsequent increase and the rate is still \$1.628 per hour. The said increases, however, were not sufficient to give them parity with employees in the durable goods industries. According to Table No. 12 in the Canadian Statistical Review issued by the Dominion Bureau of Statistics for the month of April, 1958, the average hourly earnings of employees in the durable goods industries as of November 1, 1957, were \$1.766 per hour so that by that date there was a difference of 13.8 cents per hour.

Since November 1, 1957, the average hourly earnings in durable goods have increased steadily and at a fairly uniform rate of about $\frac{1}{2}$ -cent per month, with the result that by April 1, 1958, they had risen to \$1.793 per hour. To give the non-operating employees of the railways parity with their counterparts in durable goods, on April 1, 1958, it would be necessary to increase their average wage rate by 16.5 cents per hour.

The unions, however, point out that the increase in the average hourly earnings of durable goods has been continuous despite the recession we are now experiencing, and contend that there is nothing to indicate that the trend will change during the term of the new agreement, which it is suggested should be for two (2) years. Indeed they contend that the rate of increase in the average hourly earnings of the employees of durable goods may even be stepped up to at least $\frac{7}{10}$ ths of a cent per hour each month after July 1, 1958. They, therefore, ask for such additional increase (over and above the 16.5 cents per hour now required to give parity) as will assure them of parity with the workers in the durable goods industries throughout the full term of the new contract.

In their original demands the unions asked for an increase of 11 per cent plus 17 cents per hour, which is the equivalent of approximately 35 cents per hour. One of their spokesmen frankly admitted that the 35 cents per hour was the "asking price" and had been submitted as a basis for bargaining. The real claim of the unions, however, is for parity with the employees in durable goods, both now and throughout the life of the new contract for which they are negotiating. They estimate that to give parity during the term of a one year contract, an increase of 18.1 cents per hour retroactive to January 1, 1958, would be needed, and that, if the new contract is to be for two years, it would require an

increase of at least 22.2 cents per hour retroactive to January 1, 1958, to assure them of parity throughout the full term of said contract. As an alternative, they suggest an increase of 26.2 cents per hour to be given in two steps, 18.1 cents to be retroactive to January 1, 1958 and 8.1 cents to be effective as of January 1, 1959.

The unions go one step further. As above indicated, the step by step increase of 11 per cent granted to the non-operating employees on the recommendation of the Taylor Board in 1956 did not give them parity with the employees in durable goods. The unions point out that the gap in earnings has been widening rather than narrowing in the interval since the Board made its report. They, therefore, ask for an additional increase of 10.1 cents per hour to compensate the employees for what they term "the substandard earnings" they have been receiving since January 1, 1956.

It is true that the wage rates of employees in durable goods have been going up but it is by no means certain that the rate of advance will be accelerated, as suggested by the unions. The fact is that we have been experiencing a recession and conditions are not as good as they have been for some of the durable goods industries. Indeed it is not impossible that the durable goods industries may find themselves facing a buyers' market rather than the sellers' market which they have enjoyed since the war. Under such circumstances it is quite possible that there may be a slowing up in the rate at which wage rates in those industries increase. Even if we are on the verge of coming out of the recession, as the unions suggest, no one can predict with certainty when recovery will be complete. All these are factors which should not be overlooked.

In supporting their demands for a substantial increase in wage rates, the unions have given evidence to show that since 1939 the percentage of increase in the wages of the employees they represent has not kept pace with the percentage of increase in the wages of employees in durable goods and has fallen short of the percentage of increase in the wages paid to the employees in other manufacturing industries to an even greater extent. The evidence does show that such is the case. However, that does not prove that employees of the railways have been as badly used as the figures might at first glance seem to indicate.

The explanation is relatively simple. In 1939, and for many years before that, the non-operating employees of the railways were fully organized and had reaped the

benefits of capable and aggressive leadership in the form of a relatively high wage scale. It might well be said that in those days manufacturing in Canada was in its infancy. As is generally the case with struggling industries, the wages paid by many of the manufacturing industries to their employees at that time were relatively low, certainly lower than the wages paid to railway employees. Conditions, however, have changed. The industries in the durable goods group, led by those engaged in the manufacture of automobiles and machinery, developed more quickly than most of those in other branches of manufacturing. It was not until the war that many of the other industries reached maturity. Prior to the war, railway workers were in a preferred position, but as the industries in the durable goods developed and prospered and the productivity and skill of their employees increased, they were able to pay better wages. As other industries in the manufacturing field became established, their employees began to ask for better wages and a greater degree of parity with the employees of other industries. Under such circumstances, it was both natural and inevitable that there would be a narrowing of discrepancies between the wages paid to railway employees and the wages paid to employees in established and prosperous industries.

This question of the relative rapidity of wage increases has been dealt with by other boards and arbitrators, and in no case has it been considered to have any decisive effect in wage determination. For instance, the board of conciliation of which Mr. Justice Wilson was chairman in 1950 disposed of a similar contention as follows, viz:

"The desire of a labour organization not to lose what one might call its economic ranking is perfectly understandable. But this Board does not think that the industry of this country is so static that it is possible to select any one year, be it 1939 or another year, and hold that there was established in that year a grading of labour values which must stand forever. It appears to the Board that, in a free society, relative wage standards of labour in different fields must change over periods of time. For instance, the loss in position which rail labour has sustained since 1939 may be due to several factors. A most important one is the increasing organization of labour in other industry which has taken place since 1939. In 1939 and for many years before, rail labour was fully organized and had reaped the benefits of organization and

of capable union management in a relatively high wage scale. This was not true to anything like the same extent of other elements of Canadian Labour. Unionization of employees has since proceeded at a great pace and resulted in the rectification of inequities and the raising of wages."

This same question was again considered by Mr. Justice Kellock as arbitrator in 1950 and by the board of conciliation of which he was chairman in 1952. In each case the result was the same. In the report of the last mentioned Board, the matter was dealt with in the following terms:

"We have considered this statement with respect only to the non-operating railway workers who are the concern of this inquiry. They look back to a time when their earnings were in excess of other industrial groups in the community. The present request is for the restoration of former conditions, but the point of view set forth in the paragraph quoted above does not inquire into the reason for the fact to which attention is drawn, namely, that "other workers in Canada" during the last two decades have received greater wage increases than the railway workers. Insofar as the non-railway groups are called upon to exercise comparable skills and to measure up to responsibilities, *there would not appear to have been or to be any valid reason why the one should ever have had or should now receive more in the way of remuneration than the other.* It surely cannot be a valid reason for now paying greater remuneration to the railway group, simply that its remuneration has been in fact greater than other groups in the past. It seems to us that if the non-operating railway employees receive or should be placed on a basis of comparable remuneration for comparable work vis-a-vis other groups in the community, the case of the railway worker cannot, in justice to the other groups or to the community as a whole, be put on any higher basis."

(The emphasis is ours.)

The history of the durable goods standard, or rather the use of it, is somewhat interesting. In 1918, the scale of wages fixed by the McAdoo award in the United States was by order-in-council made applicable to all railway lines in Canada. That had the effect of putting the non-operating employees of Canadian railways on a basis of parity in the matter of wages with their counterparts in the United States. That condition continued for some years but,

as stated by the unions in their brief, that parity was gradually lost during the years of depression following 1930 and as a result of wartime controls. Eventually, the National War Labour Board on July 1, 1944, decided that it was not permissible or proper to determine wage rates for employees of Canadian industries by comparison of their wage rate with the wage rates of employees in similar industries in the United States.

As above mentioned, the presidential emergency board used the wage rates of the durable goods industries and another group of American industries as a basis of comparison, when it granted a wage increase of 7 cents per hour to the non-operating employees of the United States railways and recommended a 40 hour week with the same take-home pay for said employees.

In 1950, the non-operating employees of the Canadian railways made demands for similar relief. The matter went to conciliation and later to arbitration. Both the board of conciliation and Mr. Justice Kellock, as arbitrator, made comparisons with the wage rates of employees in a wide range of industries. While admitting that comparisons were difficult, both concluded that the wages paid to the employees of the durable goods industries could be used for purposes of comparison.

In 1952, the non-operating employees of the railways made an attempt to regain wage parity with the non-operating employees of the United States railways, and demanded a wage increase of 45 cents per hour as the increase required to establish the desired parity. Naturally, an increase of that magnitude was strenuously opposed by the railways. In doing so, their representatives did advocate the use of the wage rates in durable goods, as a more appropriate standard of comparison than the wage rates of the non-operating employees of railways in the United States and that view prevailed. It is probably fair to say, however, that the railways regarded parity with United States railways as nothing short of disaster and were prepared to accept almost any other standard of comparison in preference to the standard furnished by the wage rates of employees of the United States railways.

In 1954, as above stated, Mr. Justice Sloan indicated very clearly his opinion that the durable goods standard was not an entirely satisfactory standard and that there were divergencies which made comparison between the railway industry and the durable goods industries very difficult. It was primarily because he could find no

other acceptable standard that he, "with some reservation", used it in making his award. He, however, qualified that by stating specifically that it was not "an absolute guide".

Having decided to their own satisfaction, at least, that the durable goods standard was not a satisfactory standard of comparison and was unfair to them, the railways in 1956 tried to establish another standard based on the average earnings of all the workers in the labour force of Canada. Many objections were taken to the use of the proposed standard and, after careful examination, it was rejected by the board of which Eric G. Taylor was chairman in that year.

In May of 1957, a special committee composed of representatives of the Personnel, Research, and Development Departments of the Canadian National and the Personnel, Accounting, and Research Departments of the Canadian Pacific was set up. The purpose of this special committee was to ascertain whether a proper comparison could be made between the wages paid to non-operating employees of the railways and the wages paid to comparable employees in outside industries, and whether this could be done in such a way as to avoid the difficulties which had been encountered in the use of the durable goods standard. The committee realized that any comparison which was to be made would have to reflect the nation-wide distribution of these employees, the variety of their occupations, the levels of their skills and their sex composition.

After careful study, the committee decided that it would be possible by using data supplied by the Department of Labour, the Dominion Bureau of Statistics and other reliable authorities to create a composite labour force which would be the counter-part of the railways' non-operating employees by finding in the ranks of outside industries, workers possessed of equivalent skills, doing the same types of work, and distributed in the same geographic areas. It was felt that when that had been done it would be possible to ascertain from government or other reliable sources the rates of wages which were paid to the said workers in outside industries in the areas in which the non-operating employees of the railways with whom they were to be compared were located. The committee was of the opinion that when these steps had been taken, it would be possible to make a reasonably accurate comparison between the wage rates of the major proportion of the non-operating employees of the railways and the wage rates of their counterparts in outside industries.

It was not difficult for the railways to classify the non-operating workers in its labour force according to their geographic distribution, the variety of their occupations, the levels of their skills, and their sex composition. That was done by officials competent to do it. Having made that classification, the next step was to determine what workers in the ranks of outside industry were possessed of equivalent skills and were doing work which was, as nearly as possible, the same as the work done by the workers in each of the classifications into which the railway workers had been divided. That was a much more difficult task than the classification of railway workers.

The committee found upon inquiry at Ottawa that the only comprehensive public source of wage rates in Canada on an occupational and geographic basis was the survey of wage rates and hours of labour conducted annually as at October 1 of each year by the Economics and Research Branch of the Department of Labour. It also found that the Department of Labour submitted job descriptions as part of the wage reporting schedules to establishments in a wide range of Canadian industries; that the wage data was collected on an occupational basis for industries in geographic areas and that the sex of the employees concerned and both the time and piece rates paid were also reported.

As the committee intended to use the wage rates established by the department on the basis of its annual wage rate surveys it was decided that it would be necessary to use, insofar as they were applicable, the same job descriptions as were used by the department in making its annual surveys. The committee, therefore, obtained from the Department of Labour copies of all reporting schedules and the job descriptions which were used in conducting its surveys.

When examining the said job descriptions it was found that there were approximately 2,900 of them. Some were duplications but the majority of them had reference to workers in outside industry for whom there were no counterparts in the service of the railways. There was also a lack of uniformity in the wording of the job descriptions themselves. There is no doubt, for instance, that an electrician servicing the types of machinery to be found in a small planing mill, or biscuit factory, would probably be possessed of a much lower level of skill than an electrician employed in the manufacture of such complicated machines as diesel locomotives, or an electrician engaged in installing the electric control system of a modern warship. Apparently

in preparing their job descriptions, special wording was used by the department in respect of some industries to suit their own needs or conditions. Possibly it was for that reason that there were often several job descriptions for the same worker. Certainly that was so in the case of such workmen as carpenters, electricians and other tradesmen.

Personnel officers on the railways with long experience in dealing with railway employees and the work done by them, reviewed the job descriptions submitted by the department and discarded all of those which were duplications and all of those which related to workers in outside industry for whom there were no counterparts in the employ of the railways, and by so doing the number of job descriptions used by the committee was reduced to approximately 210.

The railways did everything they could to make certain that the selection of outside job descriptions for purposes of comparison was done fairly and accurately. The officers who did the work were well qualified to do it and took a great deal of time and care in doing it. To avoid any suggestion of bias they were given no indication as to the industries in which the workers to whom the job descriptions related were employed, save such as might, in some cases, appear from the titles or wording of the job description itself. Furthermore they were given no information as to the wages paid to any of the workers to whom the job descriptions referred. Several of these officers gave evidence before the board and said that in no case was he influenced in any way in his decisions by the fact that the title to a job description might have given him some indication as to the industry in which a worker was employed. The representatives of the unions were frank enough to say they were convinced that the officers of the railways had made a bona fide attempt to perform their tasks impartially.

The officers who were asked to select the job descriptions which were descriptive of the work done by employees in their respective departments had a very difficult task. As above indicated, they had nothing to go by except the wording of the job descriptions themselves. They did the best they could, but here the personal element entered into the picture. The selections made by officers in the Canadian National differed greatly from the selections made by officers in the Canadian Pacific. The Board is satisfied that this is no reflection upon the ability or bona fides of any of these officers. When it comes to a simple

matter of judgment or discretion, opinions are bound to differ but differences of this nature can have very important and far reaching results, especially in making a comparison of the kind the railways were attempting to make. This, in fact, is one of the chief criticisms of this new composite standard. Under the system adopted by the committee too much depends on personal judgment or discretion of individual officers.

As it turned out, the officers making the selections from outside industry would probably have made a better selection if they had been informed of the industries from which the job descriptions had been taken. For instance, the officers of both railways decided that the job description for "electrician—rolling stock" which appears on page 8 of exhibit R-72 most nearly described the work done by electrical workers in the railway labour force. It happened, however, that there were only 86 workers in that category in the whole of Canada, but as a result of that selection, the wages paid to 675 electrical workers on the Canadian National and 484 on the Canadian Pacific (or a total of 1,159) were compared with the wages paid to only 86 of the electricians in outside industry.

In another instance 3,346 carmen (freight) on the Canadian National and 555 on the Canadian Pacific were priced against tank car repairmen, of whom there were only 92 in the whole of Canada. It is possible that, if the officers making the selections had known the industries from which the job descriptions were taken, they would have selected job descriptions from industries in which there were larger numbers of workers of the same class. In any event, they would have been able to make some enquiry or investigation to ascertain what skills were possessed and what work was being done by the workers they were selecting. The selection of different groups for comparison can make a great deal of difference because there are wide variations in the wages paid to the same tradesmen in different industries and in different localities. The officers making the selections, however, were required to make them on the basis of the job descriptions alone. Under the circumstances they were working under a very great handicap.

Almost all industries employ some craftsmen such as carpenters, electricians, or machinists. If, for example, a comparison is to be made between the carpenters in the railway labour force and carpenters in outside industries, it should be made with all carpenters of like skills and doing the same kind of work in outside industries

on a nation-wide scale or, at least, with a representative group of them.

This is of special importance because the railways by agreement with their employees have established one uniform rate of pay for their qualified craftsmen wherever they may be located. For instance a railway carpenter in a small shop in some out of the way spot receives exactly the same rate of pay as a carpenter in the largest shop in the most populous centres in Ontario or Quebec. That is not necessarily true of outside industries. As a general rule craftsmen employed by outside industries in the larger cities in Central Canada receive higher rates of pay than those working in small shops in less populous areas in other parts of the country. Especially is that so if they are working in the largest plants in Ontario or Quebec.

Under the system adopted by the railways for the selection of comparable workers by use of job descriptions, the officer making the selections does not know where the workers referred to in the job descriptions he chooses are working. He may, therefore, in the best of good faith make a selection which will result in a large body of railway workers being compared with a small group of poorly paid workers living in a low-wage area. On the other hand if a different officer had made the selection he might very well, in the exercise of his personal judgment, have made a selection which would have resulted in the same group of railway workers being compared with a large group of highly paid craftsmen employed in one of the largest plants in Canada. While it is no doubt true that any selection necessarily involves the exercise of some degree of judgment or discretion on the part of the person making it, nevertheless the Board is of the opinion that this system of making selections from written job descriptions leaves far too much to the element of chance. In any event, on examining the comparisons actually made by this system, it was found that a great many of them were with workmen in one industry only.

After the officers had made their selections these were turned in to the special committee to be processed. That committee then ascertained the wage rates of the non-operating employees of the railway work force for whom counterparts in outside industry had been found and also the wage rates of their counterparts. These were the weighted average wage rates in each case. With this information in hand the committee prepared a summary of

wage comparisons made by it which was filed as Exhibit R-11. This showed that when tested by the new composite standard, the average wage rate of the non-operating employees of the railways, for whom comparisons had been made, on October 1, 1956, was \$1.491 per hour and that the average wage rate of the workers in outside industry with whom they were being compared was \$1.392 per hour. In other words the non-operating employees of the railways were receiving 9.9 cents per hour more than the workers in outside industry. This comparison was made as at October 1, 1956, because that was the last date for which the Department of Labour could furnish certain information required in computing the wage rates.

During the cross-examination of certain of the railway witnesses, however, it was agreed that a number of changes would be made in their selections. This necessitated the preparation of two amended summaries which were filed by the railways as Exhibits R-81 and R-83. R-81 showed that the changes which had been agreed on up to the time it was prepared reduced the margin in favour of railway employees from 9.9 cents per hour to 2.9 cents per hour. R-83, however, increased the margin in favour of the railway employees to 3.3 cents per hour. The fact that these changes were necessary and the further fact that they could produce substantial differences also tend to weaken the precision or accuracy of the new composite standard.

The hearings in these conciliation proceedings have been of unusual duration. Week after week the Board listened to evidence as to the steps taken and methods used to create the new composite standard of comparison, the system used in making selections of job descriptions, and the results obtained when use was made of the standard. Much time was spent in examining the actual comparisons that had been made by the use of the new system and in considering the suitability or accuracy of some of them.

It would serve no useful purpose to review or analyze the evidence or to discuss the suitability of particular selections or comparisons. We have, however, outlined certain objections which we think can properly be taken to the new standard and the system of selection on which it is based. Some of those are serious objections. After weighing all the evidence and carefully considering the able and exhaustive arguments addressed to us by the representatives of the parties we have come to the conclusion that the railways' new composite standard cannot, in the present stage

of its development, be regarded as better or more satisfactory than the durable goods standard.

That does not mean that the new standard has served no useful purpose in these conciliation proceedings. The study of it has thrown into relief the fact that there really are many differences between the railway industry and the durable goods industries. It has also called attention to some of the defects in the durable goods standard and emphasized the necessity for a careful examination and evaluation of other factors which must be considered in determining what are just and reasonable wage rates for the non-operating employees.

It has always been assumed that many of the non-operating employees of the railways have no counterparts in outside industries but no one seemed to know the number for whom no comparison could be made. In trying to find job descriptions to fit the non-operating employees, the officers making the selections found that out of a total of 130,114 employees before this Board they could find comparisons for only 81,749, or 63.5 per cent. This confirms the view expressed by the Wilson Board when it said: "The difficulty arises in part from the fact that certain classes of railway workers are sui generis, they have not their counterpart in other industries." The fact that there is such a large percentage (36.5 per cent for whom no comparable occupations could be found in outside industry is a factor to which some consideration should be given.

There are other differences which arise out of the fact that the railways are a service organization while the durable goods industries are engaged in manufacturing. When the demand for their products slackens, industries in the durable goods group think nothing of laying off large numbers of their employees. At the present time that is particularly true and is reflected in much of the unemployment which we have had in Canada for some months past. The railways, however, must give service; their trains must run and their track and equipment must be serviced and maintained. They are not permitted, except with the consent of the Board of Transport Commissioners, to discontinue services which become unprofitable, or abandon trackage which does not pay its way. While naturally there are some lay-offs—mostly seasonal—railway employment by and large gives a large measure of the security afforded by continuity of employment. That is a fact of considerable importance to the employees. If the workers in any industry are faced with the possibility

of lay-offs, it is almost inevitable that they will expect and receive a higher rate of pay than they would expect if they were assured of continuity of employment.

There is another difference which arises out of the fundamental differences between service and manufacturing. If the cost of fringe benefits is included in labour costs, then approximately 60 cents out of every rail revenue dollar goes to meet payroll costs. That is considerably more than twice the amount required by durable goods to take care of their payroll costs. Furthermore, presumably because they can slow down production or lay off employees almost at will, the durable goods industries have demonstrated that they can adjust payroll costs to fluctuations in revenue much more quickly than can the railways with their relatively fixed service obligations. It follows that an increase in the wage rates of their employees has a much greater impact on the railways than is the case with the durable goods industries.

Another factor which makes a great deal of difference is the territorial distribution of employees. The railways maintain 39,000 miles of main and branch line track. Every mile of that must be patrolled and maintained by section gangs stationed every few miles along the entire length of that trackage. At certain seasons thousands of extra gang workers are employed to do extra work on the right-of-way. The railways do business with all the people of Canada, and their employees are widely dispersed throughout the country from coast to coast.

The railways have shown that 73.4 per cent of the employees of the durable goods industries are located in 32 of the principal cities, while only 55.7 of their employees are located in those and two other cities. That means that 44.3 per cent of all railway employees are located in what are called "rural areas". It is a well known fact that in most industries higher wages are paid in the larger centres than are paid in rural areas. Sometimes the difference is substantial. This difference in territorial distribution is, therefore, a matter of real importance.

There is another difference which seems to have come to the fore in these conciliation proceedings and that is the difference in the rates of wages paid in large as compared with small establishments, even when located in the same area. That is shown very strikingly by the following table compiled from information contained in the wage rate comparison filed by the unions as exhibit U-25.

**AVERAGE WAGE RATES FOR LABOURERS⁽¹⁾ IN MANUFACTURING AT
OCTOBER 1, 1956, BY REGION AND SIZE OF ESTABLISHMENT**

Size of Establishment.	Canada	Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
(Number of non-office employees)	Average Rate per hour	Average Rate per hour	Average Rate per hour	Average Rate per hour	Average Rate per hour	Average Rate per hour
	\$	\$	\$	\$	\$	\$
All sizes.....	1.41	1.16	1.29	1.49	1.32	1.60
Up to 49.....	1.13	.84	.97	1.20	1.17	1.47
50—99.....	1.18	.98	.98	1.23	1.24	1.53
100—199.....	1.26	1.00	1.13	1.27	1.34	1.56
200—499.....	1.41	1.27	1.28	1.44	1.38	1.64
500—999.....	1.55	1.44	1.48	1.58	1.51	1.62
1000 and over.....	1.65	1.58	1.48	1.73	(2)	1.70

(1) Firms surveyed with occupational schedule were asked to report rates for Labourers according to the following definition: "General Labourer: performs one or a variety of heavy or light manual duties which can be learned in a short period of time and which require a minimum of independent judgment." Firms surveyed without schedule were asked to report rates for labourers.

(2) Insufficient data for this size class.

The statistics for the Atlantic provinces are most interesting and informative. As shown in the above table the average wage rate on October 1, 1956, for common labourers in those provinces, who worked in establishments in which less than 50 workers were employed, was only 84 cents per hour, while the average wage rate paid to labourers in establishments in which there were more than 1,000 workers was \$1.58. It will also be noted that the All-Canada rates range from a low of \$1.13 to a high of \$1.65.

As above stated the percentage of employees in durable goods who are located in the 32 larger cities in Canada is considerably greater than the percentage of railway non-operating employees located in those centres (73.4 per cent against 55.7 per cent). Those are the areas where large establishments are found and it is a fair assumption that the percentage of the employees in durable goods who work in large establishments is also greater than the percentage of non-operating employees who work in large plants. Other boards of conciliation have repeatedly emphasized the importance of territorial distribution because of the difference in the wage rates paid in large high-wage areas as compared with the lower wage rates paid in rural or low-wage areas. The same principle applies where the wage rates paid in large establishments are substantially higher than the rates paid in small establishments, even when located in the same areas. This, therefore, is another difference which should not be overlooked.

Conditions in industry in this country are never static. Industries which are prosperous today may be anything but prosperous a few years hence. It is not so long ago that coal mining was one of the

leaders in Canadian industry and its workers were among the highest paid in the mining industry in Canada. The impact of competition from other fuels, however, has changed all that. The coal mining industry is now in an unhappy position and its employees, insofar as wage rates are concerned, are no longer in the preferred position they once occupied.

Much the same thing is true of the gold mining industry, although there the difficulty is of a different nature. It has no control over the price at which it must sell its product and it has, therefore, experienced difficulty in meeting rising costs. That difficulty has been reflected in the wages of the workers in the industry which have not been rising as rapidly as in some other branches of mining. The textile industry has been suffering from stiff competition from goods imported from foreign countries and produced by low priced labour, and again that fact has had an adverse effect on the wages paid to its workers.

Indeed the position of the durable goods industries has altered considerably since 1939, but their experience has been much happier. As above indicated, manufacturing in Canada came into its own in the last war. During the war almost all sections of the manufacturing industry was engaged in the production of military equipment, munitions and supplies, required in Canada's war effort. As a result, at the conclusion of the war there was a pent up and unsatisfied demand for durable goods of all kinds, and that demand was intensified by the demands of the men of the armed services who were returning to civil life and endeavouring to establish homes for themselves and their families. These industries by reason of the almost insatiable demand

for their products, have been able to pay high wages and pass on the increased cost to the consumer who seemed to be more concerned about getting their products than he was about the price he was paying.

The automobile industry is one of the durable goods industries. In the arbitration proceedings before Mr. Justice Kellock in 1950, the non-operating employees of the railways advocated the use of a number of particular industries as standards of comparison. The automobile industry or "automobiles and parts", as it was called, was one of those suggested as a suitable standard of comparison. The learned judge, however, refused to accept it as such, and gave the following reasons for his refusal, namely:

"As to automobiles and parts, I do not think this industry furnishes an adequate comparison, if for no other reason than that at the present time at least, and for some time past, the industry, by reason of the almost insatiable demand for its products, has been able to pay high wages and pass on the increases to the consumer, at the same time maintaining what would appear to be a comparatively high level of profit. Further, the automobile industry has a history not only of high wages but of seasonal lay-offs due to changes in models. There are some seasonal lay-offs in the case of the employees in question here, namely, at ports where navigation ceases in the winter months, and in the western provinces after the movement of the grain is finished, but, by and large, railway employment offers the security afforded by continuity of employment."

In fairness it must be said, however, that Mr. Justice Kellock also pointed out that any comparison which was made should be made with those sections of industry in which the nature and variety of employment, the proportion of male and female employees, and the territorial distribution, are really comparable, and finally stated that on that basis a fair comparison was, in his opinion, furnished, "as nearly as may be" by the group of industries falling under the head of "durable goods manufacturing".

In the interval since the last war most of the other industries in the durable goods group have been having much the same experience as the automobile industry had been having at the time Mr. Kellock made his award in 1950. The intervening years have been good to them, and what Mr. Justice Kellock said was true of the automobile industry in 1950 is true to some extent, at least, of nearly all the durable

goods industries in recent years. That fact, therefore, tends to lessen the value of the durable goods industries as a standard of comparison.

In view of the buoyant economic conditions which have existed during most of the post-war period, it is not surprising that the wages of employees in the durable goods industries have throughout that period been rising steadily and at an extraordinary rate. The table on page 99 of the unions' brief (exhibit U-1), as brought up to date in the course of the hearings, shows that the average hourly earnings of employees in the durable goods industries have risen from 74.7 cents per hour on January 1, 1946, to \$1.782 on January 1, 1958. It must always be remembered that each successive percentage wage increase is calculated on a higher base than the one before and these successive increases work on the same principle as compound interest.

Counsel for the railways placed particular emphasis on that fact. In referring to the rapidity with which wage rates had been rising, he called the attention of the Board to the startling consequences which could result in a very few years from a continued rise in wage rates at anything like the accelerated rate suggested by the unions. As above stated, the average hourly earnings of the employees of the durable goods industries rose from 74.7 cents per hour on January 1, 1946, to \$1.782 per hour on January 1, 1958. It had taken a very long time to establish the rate of 74.7 cents per hour by 1946, but the rate more than doubled in the ensuing period of twelve years. If, as the spokesmen for the unions contend, this trend is likely to continue at an accelerated rate, then the result of successive increases, each calculated on a successively higher base, can be nothing short of fantastic. In any event the possibilities are such that it is not surprising to find the heads of government in Canada, Great Britain, and the United States, calling for caution and urging everyone to hold the line on both prices and wages.

In the meantime the Canadian railways have had an altogether different experience. As stated by Mr. Justice Sloan in his award in 1954, the railways, in their rail operations, are in "a sorry contrast". They have had great difficulty in getting authority to increase their freight rates and in getting the expected benefits from freight rate increases when they were granted. They have been forced by public policy or conditions over which they have no control to haul enormous tonnages of freight and to transport millions of passengers at rates which are wholly inadequate. In a period

during which practically all of the durable goods industries have been experiencing unprecedented prosperity the railways have been meeting the stiffest kind of competition. All in all, their lot has not been a happy one, and it is not surprising that by 1956 they were convinced that they could no longer live with the durable goods standard.

There is another factor which is sometimes lost sight of and that is that the employees appearing before this Board do not include the railways' operating employees. The latter are the more highly paid employees and, as a group, have a somewhat higher level of skills than the non-operating employees. There is some basis for the contention of the railways that if comparisons are to be made with outside industries, they should really be made between the entire railway force (not a segment thereof) and the durable goods industries. If the average hourly earnings of the entire railway working force are compared with the average hourly earnings of the entire working force of the industries in the durable goods group, it will be found that the railway workers are quite as well off as the workers in durable goods.

The durable goods group includes industries which employ relatively large numbers of skilled workers. It would seem from information furnished to the Board by the Department of Labour that the over-all level of skill in the durable goods industries is somewhat higher than the level of skill of the non-operating employees before the Board. The department pointed out, however, that the skill table they furnished was based on information taken from the census returns for 1951. Information of that kind leaves something to be desired in the matter of accuracy. The railways pointed out that the information for both the durable goods industries and the non-operating employees came from the same source, and would be as fair for one as for the other. We, however, feel that the evidence is not sufficiently convincing or reliable to justify us in coming to any conclusion in the matter.

As already noted, the industries in the durable goods group were among the first of the manufacturing industries to become established, and almost from the first the wage rates of their employees were higher than the wage rates of workers in the remaining or so called "non-durable" segments of the manufacturing industry. For the reasons we have pointed out the wage rates of the non-durables have shown a tendency to rise more rapidly than the wage rates of durable goods. Notwithstand-

ing that fact, however, the wage rates of the latter are still appreciably higher than the wage rates of employees in the "non-durable" industries.

According to Table No. 1 in the issue of "earnings and hours of work in manufacturing" for 1956, issued by the Dominion Bureau of Statistics, the average hourly earnings of the male workers in durable goods on November 30, 1956, were \$1.70 per hour, while the average hourly earnings of the male employees in non-durables were only \$1.61 per hour. On the same date the average hourly earnings of the male employees in all manufacturing were \$1.66 per hour. The reason we have chosen male workers only for the purposes of comparison is that there is a greater percentage of female workers in "non-durables" whose wages are generally much lower than those paid to the male workers.

It will be seen from the foregoing review that the Board is not being asked to make a comparison with "manufacturing" as a whole but rather with what is only a selected segment thereof. It has already been pointed out that the segment selected happens to be the one which ever since the war has enjoyed almost unprecedented prosperity, and as a result has been able to pay its employees wages which are higher than the wages paid to the employees of the remaining segments of manufacturing. The railways do not suggest that comparisons should be made with any of the depressed industries. On the other hand it may be asked why comparison should be made with the most fortunate and prosperous segment of the manufacturing industries and not with manufacturing as a unit.

Ability to Pay

The ability of the railways to pay higher wages has become a much more important factor than was formerly the case. As pointed out by one of the railways' witnesses, no suggestion was advanced by the railways either in the arbitration proceedings in 1950, or in the conciliation proceedings in 1952, that they were unable to pay wages which would be comparable with the earnings in "durable goods", but they did at that time contend that they were unable to give increases based on the scale of wages paid to workers on the railways in the United States. The railways in those years had no doubt of their ability to recover from increased freight rates sufficient revenues to pay wages on a scale which would maintain a parity with "durable goods", and for that reason did not oppose the use of "durable goods" as

a standard of comparison. Since that time, however, certain changes have taken place which alter the situation materially, and the railways are now genuinely concerned about their ability to meet the demands of the unions for increased wages and greater fringe benefits.

In the interval it has become more difficult to obtain leave from the Board of Transport Commissioners to increase freight rates; it has become increasingly difficult to put authorized increases in freight rates into effect, and competition from water-borne, air and motor transport and pipe lines, has been steadily increasing. Today the railways are having real trouble in meeting the mounting cost of labour and materials. Some of the principal reasons for this change were stated by Mr. Justice Sloan in his award in 1954, and there is no need for repeating them. We would, however, call attention to the following extract from the report of the board of conciliation of which Mr. Justice Kellock was chairman in 1953, in which the learned judge said:

"I do not think, however, that the proposition can be maintained that at all times and under all circumstances the economic condition of the railways is to be considered irrelevant. I think it is pertinent to consider that situation for present purposes and shall endeavour to do so as concisely as possible."

"Although, as I have already mentioned, a person requiring the assistance of others to carry on his business, must, as a general rule, expect to pay the going rate, competitive conditions have, from time to time, obliged employees to accept reductions."

"While wages of the non-operating railway employees have been rising for some years, the same has not been true of net railway operating income of Canadian railways, notwithstanding the several freight rate increases which occurred."

The difficulty which the railways are having in meeting rising costs has become a matter of real concern to the Board of Transport Commissioners. That Board has had the means at its command for making a much more extensive and detailed investigation of this matter than this Board has been able to make; hence what it has to say about this matter is of special significance. We, therefore, quote hereunder the following extract from the Board's judgment of February 15, 1954, which will speak for itself, viz:

"As a result of these recent rail traffic trends, we are now more strongly than ever of the opinion that the long suc-

cession of general freight rate increases, mainly due to added costs of labour which is the largest single factor and to increased costs of materials, has brought about a loss of traffic by the railways to competing modes of transport, not only of traffic which the railways formerly regarded as vulnerable because it was highly competitive, but a loss as well of traffic which was formerly non-competitive but which has now become subject to competition by reason of the aforementioned long succession of rate increases. *Thus the law of diminishing returns is now, in the inexorable economic sense, beginning to assert itself. We are convinced therefore that, unless the several underlying conditions adversely affecting the railway industry in general changes markedly for the better, means other than general rate increases imposed on the basis of the past will have to be found in the future if the railways of Canada are to be maintained in a healthy operating position.*"

—and—

"Canadians at large have a vital stake in our railways. *They, we think, reasonably could expect both railway management and labour in their own mutual long term self-interest, as well as in the interest of the public, to collaborate in taking a new and economically realistic view of the deterioration which has taken place in the traffic position of Canadian railways since the Board's Judgment in March last.* This is so, particularly since such deterioration cannot be accounted for by any contraction for the year 1953 in Canadian production generally but is, we believe, attributable mainly to the increasing pervasiveness of competing modes of transport."

(The emphasis is ours.)

Recommendation as to Wage Demands

The unions in their formal submission U-1 state that "neither the Government nor the people of Canada wish them to accept substandard working conditions to subsidize the railways or the effect of public policy upon the railways". As we understand it, however, the railways do not contend, nor have they ever contended that their employees should accept substandard working conditions or that they should subsidize the railways in any way. Their representatives frankly say that if higher wages are deserved they must be paid, and the public must pay the cost. How that cost is to be paid is primarily the concern of the Government and the railways, although railway workers are by no means uninterested parties.

What the railways do say is that the wages paid should be adequate when tested by a reasonable standard of comparison and that any excess of wages over such basic standard must be limited by the industry's ability to pay. They contend that the wage rates of their non-operating employers compare favourably with those of their counterparts in outside industries and, therefore, ask that the existing agreements should be extended without change for another year.

In 1956 the chairman of the Taylor Board expressly stated that weight had to be given to the railways' claim of "inability to pay". What is really more significant is that the Board did not attempt to give the non-operating employees parity in wage rates with the employees of durable goods. In fact, the Board stated that the recommendations it was making would fall short of parity with the "durable goods" standard, and in a later passage pointed out that the adjustment it was proposing would "remove part, but not all of the disparity between the earnings of non-operating railway employees and employees in "durable goods".

The fact is that the non-operating employees of Canadian railways have not had parity with the employees of durable goods at any time since 1952. Incidentally the non-operating employees of United States railways have had much the same experience. They have been unable to maintain absolute parity with the employees of durable goods in that country. Except for a brief period following the increased grant to them in 1948, they have never had absolute parity at any time since 1944.

When the Taylor Board made its report in 1956, Canada was enjoying an exceptionally high level of prosperity. In making its recommendations the Board spoke of "the anticipated buoyancy of the Canadian economy" and obviously anticipated a continuation of the prosperous conditions then existing. The Board was somewhat too optimistic. In the interval the economy has lost its buoyancy and for the past few months Canada has been experiencing a recession which has seriously affected railway earnings. 1957 turned out to be a very disappointing year for the railways. The year 1958 promises to be no better and, unless there is an early and substantial improvement, it may be much worse. Railway revenues have been dropping and none of the railways are now as well able to meet the cost of wage increases

as they were in 1956. Under the circumstances we are of the opinion that moderation is called for.

The Board, however, does not agree with the railways that no wage increase should be granted at this time. There has been no increase in the wages of non-operating employees since June 1, 1957 when the last of the step by step increases recommended by the Taylor Board went into effect. In the interval the wages of employees in outside industries have been going up steadily. The cost of living also has been rising. The consumer price index has gone up from 121.6 in June 1957 to 125.2 in April 1958. It did, however, drop back to 125.1 in May and it may be that its advance has slackened off for the time being.

There is little to indicate that the trend in wage increases had changed. The fact is that increases have been fairly general notwithstanding the depression we have been experiencing. Even if the rise in the cost of living has been arrested, there is no assurance it will not rise again. In any event the general tendency over the years has been for it to go up, and it is reasonable to assume that it will follow the usual pattern. These are matters which must be considered especially if, as we would recommend, the new contract is to be for the term of two years.

The parties have both been vigorous and resourceful in the presentation of their claims and every issue has been strenuously contested. That is as it should be but the time has now come when settlement is of primary importance. To get the desired result there must be a little "give and take" on both sides. In this connection we think that heed might be given by both parties to the following extract from the report of the Wilson Board in 1950, viz:

"The Board agrees with the unions that railworkers must not be required to accept substandard wages or onerous working hours in order to underwrite railway deficits. If higher wages are deserved they must be paid, and the public must pay the cost. This does not, however, imply that enlightened labour should proceed to exact what it can in the way of wage increases without regard to the condition of the business which employs it. Under certain conditions a union may be well advised to accept a lesser wage, with continuity of employment, rather than to insist on a higher wage, which may threaten that continuity. The competitive position of the railways viz à viz truck and water competition must always be kept in mind

by union leaders as well as by railway managers, with a view to insuring that rail transportation does not price itself out of the market."

It will have been seen from the above analysis that in our opinion the durable goods standard leaves much to be desired. In spite of that, however, it still remains one of the most important factors to be taken into account in determining what is a just and reasonable wage rate for the non-operating employees of the railways. As stated by the Taylor Board, however, it is not an absolute guide and cannot be applied mathematically or mechanically regardless of all other circumstances. It follows, therefore, that each of the differences which exists between "durable goods" and the railways and each of the other factors and special circumstances we have attempted to review must also be carefully considered and each must be given its proper weight in determining what increase in wage rates should be recommended.

Acting upon the principles above enunciated, we have earnestly endeavoured to give due consideration and proper weight, not only to the durable goods standard, but also to each of the various factors, differences and other matters hereinbefore mentioned or reviewed. On the assumption that the parties will be able to negotiate a new contract for the term of two years, we recommend the following increases in the wage rates of the employees before this Board, namely:

- (1) An increase of four (4) cents per hour in the wage rates of all the non-operating employees of the railways, to be retroactive to the 1st day of January, 1958;
- (2) A further increase of three per cent (3 per cent) to be effective on September 1, 1958, and to be calculated on the wage ratio which were in force at December 31, 1957; and
- (3) A further increase of three per cent (3 per cent) to be effective on April 1, 1959, and to be calculated on the wage rates which were in force at December 31, 1957.

We also recommend that the new collective agreement should be for the term of two years to be computed from January 1, 1958, to December 31, 1959.

At this point it should be said that the signatories to this report have had some difficulty in arriving at increases in wage rates which both considered reasonable in the circumstances. The chairman throughout was concerned about the condition of the economy as a whole and the

need for moderation in wage demands, while Mr. Lewis was concerned about agreeing to a figure which was substantially below the level of earnings of the employees in durable goods. The result has been a compromise which each thinks is reasonable, and they, therefore, join in expressing the hope that, in the interest of industrial peace, the parties will accept their recommendation as the basis for adjusting and settling their differences as to the rate of wages to be paid during the life of the new agreement.

In making the foregoing recommendation as to wage increases, we have not overlooked the demand made by the unions for a special wage increase of 10.1 cents per hour to compensate the non-operating employees for what is termed the "sub-standard earnings" they have been receiving since January 1, 1956. When the parties settled their wage disputes in 1956 the employees agreed to accept a wage increase of 11 per cent to become effective in four steps. A formal agreement embodying a term to that effect was made and entered into and that fixed the rates of wages to which the employees were entitled from January 1, 1955 to December 31, 1957. Having agreed to settle on that basis the matter is closed and neither party can now ask to have the matter opened up. Incidentally a similar demand was made in 1956 for what was then called "the lag behind the 'durable goods' standard". In rejecting the demand the Taylor Board gave another reason for so doing with which we respectfully agree, viz:

"Secondly, it is surely impossible to justify rectifying a lag by increasing rates, since such rate increases would continue after the period when they merely compensated for the lag."

Health and Welfare

The second of the demands made by the unions is the "health and welfare" demand, viz:

- "(2) Effective January 1, 1959, the railways and Railway Express Agency Inc., shall contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month, for one year, for the purpose of improving health and welfare plans in effect as may be mutually agreed."

This is one issue in respect of which considerable progress was made when the Board met the small bargaining committees of the parties in its first attempt at conciliation. As a result of the discussions which took place at that time it was decided that the Board need not concern

itself further with the health and welfare issue and the Board, therefore, has taken no further action in the matter.

Vacations With Pay

The third of the demands made by the unions is for a revision of the schedule of paid vacations. In its original form the demand was:

"(3) Vacations with pay shall be on the following basis;

After one year's service, ten working days

After ten years' service, fifteen working days

After fifteen years' service, twenty working days.

(Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.)"

During the hearings this demand was modified. The unions now ask that the schedule be amended to give 10 days (two weeks) paid vacation after one year of service and 20 days (four weeks) paid vacation after 25 years of service. Under the present agreements two weeks vacation with pay are given to office workers after one year of service and to non-office workers after three years of service. This follows the predominant pattern in outside industry and gives effect to the recommendations made by Mr. Justice Sloan in 1954.

Parliament recently considered and dealt with this question of vacations with pay when it passed the act known as "The Annual Vacations Act". That act is to come into force on a day to be fixed by proclamation of the governor-in-council. It has not been proclaimed as yet but it is understood that it will be brought into force at an early date. Under The Annual Vacations Act, when it is proclaimed, all railway workers will be entitled to the equivalent of two weeks vacation with pay after two years of service. As above mentioned, the office workers are now entitled to two weeks after one year of service and that will not be changed. Under the statute the position of the non-office workers will be improved because they will be entitled to two weeks after two years of service instead of three years as it is now under the present agreements. We are of

the opinion that, in view of this improvement, we would not be justified in recommending any further change at this time insofar as employees in this category are concerned.

We are of the opinion, however, that consideration should be given to the claim for more extended vacations for senior employees. Vacations with pay for more than three weeks duration are granted to a comparatively small percentage of workers in outside industry, but the percentage is growing and is likely to grow during the term of the new contract. The change suggested presents more difficulty for the railway than it would for most other industries. Mr. Justice Kellock in 1954 pointed out that the average length of service among railway employees is comparatively high, a condition which he concluded had arisen out of the application of the seniority rules and the relative stability of railway employment.

There is evidence that approximately 21 per cent of all railway employees have 25 years of service, or more. The cost, therefore, of extending the base for paid vacations among employees of long service would bear more heavily on the railways than it would on industry generally. It would seem from a study of the pension tables of the railways that, if 4 weeks vacation with pay were granted to employees with 35 years of service, there would still be an exceptionally large percentage of employees entitled to such extended vacation. Under the circumstances we recommend that the schedule of paid vacations be amended to give 20 days (4 weeks) paid vacations to all the railway employees after 35 years of service.

The Board assumes that any agreement the parties may enter into will contain suitable provisions to protect the interests of employees who are entitled under existing agreements to rights or privileges more extensive or advantageous to them than those to which they may become entitled under The Annual Vacations Act when it is brought into force. In this connection the attention of the parties is called to the provisions of Section 3(2) of that Act, which reads as follows:

"3. (2) This Act does not apply to employment under a collective agreement entered into after the coming into force of this Act and containing provisions, approved by the Minister, for the granting of an annual vacation with pay."

Statutory Holidays

The fourth of the demands made by the unions is the demand for an eighth paid statutory holiday, viz:

"(4) The number of paid statutory holidays shall be increased to eight by the addition of Remembrance Day."

Similar demands were considered by Mr. Justice Sloan in 1954 and again by the Taylor Board in 1956. Mr. Justice Sloan recommended that the number of holidays for the hourly-rated employees should be increased to five. The Taylor Board recommended the addition of one paid statutory holiday, namely Thanksgiving Day, during 1956, and another, namely Victoria Day, in 1957. With those additions all railway workers became entitled to seven paid statutory holidays each year. Neither Mr. Justice Sloan nor the Taylor Board, however, saw fit to recommend Remembrance Day as an eighth holiday.

This new application for the addition of Remembrance Day was strenuously opposed by the railways. They filed as exhibit R-41 a table showing that, as of April 1, 1957, the average number of unworked paid statutory holidays in all the manufacturing industries in Canada was 7.22 as against the eight the unions are asking for. They stress the fact that they are service organizations and that, if an extra holiday is to be granted, the choice of an appropriate day is a matter of very great importance to them and contend that Remembrance Day would be a most unfortunate choice.

The evidence indicates that Remembrance Day is fairly well observed in western Canada and, possibly, in some other parts of Canada, but there is very little observance of it in the central provinces where the bulk of the traffic on the railways is handled. It was disclosed that in a survey made by the Central Ontario Industrial Relations Institute in 1955 covering the City of Toronto and areas tributary thereto, Remembrance Day was not recognized or observed as a holiday by any of the firms participating in the survey. Another survey was made in October, 1957, by the Quebec Industrial Relations Institute covering 65 companies in the Montreal area with 70,834 hourly-rated employees. It was found that none of the companies recognized Remembrance Day for their hourly-rated employees. In a survey for salaried employees it was found that only two out of 69 companies recognized it as a holiday for their salaried employees.

It is obvious that a railway would have trouble if it is required to give its employees a holiday on a day which is not generally recognized as a holiday. The

public would want to do business with the railways and would expect trains to run and freight and passengers to be transported as on any ordinary business day. If forced to observe Remembrance Day, the railways would be compelled to refuse service to the public or, if they decided to keep their facilities open, ask large numbers of their employees to work on the holiday and pay the extra costs involved in so doing. Either alternative would be unfortunate for the railways. Under the circumstances we are not prepared to recommend the granting of this demand for Remembrance Day as an extra statutory holiday.

Representatives of the unions, however, suggested that, if the Board was of the opinion that Remembrance Day was unsuitable, consideration might be given to the choice of some other alternative day or even to the possibility of granting different holidays in different parts of the country. In either case the choice would have to fall on a day which is not nationally observed as a holiday at this time and under the circumstances the Board is not prepared to recommend the granting of an eighth holiday.

Severance Pay

The fifth of the demands made by the Unions has to do with the question of severance pay. The following is a copy of the demand as made in their notice of November 12, 1957, viz:

"(5) The principle of severance pay shall be recognized and established. The Railways and Railway Express Agency Inc., shall set aside four cents (4c.) per hour per employee for severance pay, to be allocated among employees whose services are being terminated, on a basis of amounts and years of service to be mutually agreed upon."

In the 1930's there was a movement in Canada to compel a greater degree of co-operation between the railways with a view to the pooling of services and the abandonment of unnecessary trackage where one of two competing lines could adequately serve the needs of the communities through which they ran. This led to the enactment of the Canadian National-Canadian Pacific Act which commanded and empowered these railways to co-operate and take such measures as would make their co-operation effective.

The suggestion that co-operation of this kind was necessary provoked public concern about the fate of railway employees who might be displaced as a result of such co-operative efforts. To take care of such

employees a special provision was made for the payment to them of compensation for the loss of their jobs. The present demand of the unions is based, in part, on this legislation and, in part, on what is called the Washington Job Protection Agreement which a number of American railways entered into with their employees on May 21, 1936 to provide compensation for employees who were deprived of their employment under like circumstances.

The present demand is for "severance pay" which may be something much different. The Board has not been furnished with any specific or comprehensive statement as to what "severance pay" is, what employees would be entitled thereto, the circumstances under which it would be paid, the manner in which the amount to be paid is to be computed, or any estimate as to the probable cost involved in the operation of this scheme other than the prescribed limits, originally 4c. From some of the statements made in argument it would appear that the scheme was intended to include, not only those who had forever been deprived of their jobs, but also those who might be laid off but who would, nevertheless, remain on the payroll and be subject to call. That would be a far-reaching provision with so many implications that nothing should be done about it without the fullest investigation. Without this essential information and in the absence of any comprehensive explanation of the manner in which it would work out, it is difficult to make any recommendation. It is generally agreed that severance pay is relatively unusual in Canadian industry. There is no generally prevailing pattern which would justify its introduction at the present time. Under the circumstances the Board is unable to make any recommendation in respect of this demand for severance pay.

Contracting Out

The sixth of the demands made by the unions has to do with what is called "contracting out". The following is a copy thereof, viz:

"(6) Work normally performed by employees herein represented, or similar work which by past practice has been performed by them, shall not be contracted to be performed by other than railway employees."

This demand is altogether too wide. If effect were given to it, the rights of management would be unreasonably curtailed and the literal enforcement of any such rule would have results which the representatives of the unions admit they never contem-

plated when this demand was made. As an extreme example, it might be pointed out that there are gangs on the railways who are at times engaged in building stations, bridges and many other types of buildings or other structures. If a rule such as contemplated by this demand were made, the Canadian National would never have been able to build the Queen Elizabeth Hotel in Montreal through an outside contractor. Obviously in order to build any such structure, it is necessary to have an enormous organization with the most expensive equipment and a staff of expert engineers and technicians. Neither of the railways could afford any such organization or equipment to build any one building. After it was built the organization would have to be disbanded and the equipment disposed of.

The foregoing may be an extreme example, but it was only one of many given by the railway witnesses to show how seriously any such rule would curtail the rights of management and hamper the efficient and economical operation of the railways. It may be, as the unions contend, that in certain specific instances the right of contracting out has been asserted under circumstances which gave rise to some justifiable resentment. The investigation of those incidents before this Board, however, should have a salutary effect, and we are reasonably hopeful that the officials concerned will use more discretion and consideration in the future.

We don't think that it is necessary to review in detail all of the evidence tendered by the railways in support of their objections to this demand. It is sufficient to say that the Board has carefully considered all of the evidence given by the unions and by the railways, and that it is satisfied that this demand of the unions cannot be granted and it so recommends.

Special Terms

The seventh demand of the unions has to do with certain terms they wish to have incorporated in the new agreement. The following is a copy of the demand as set out in their notice of November 12, 1957, viz:

"(7) (a) Excepting as to (2) hereof, the collective agreements between the railways, Railway Express Agency Inc., and the organizations' signatory hereto shall be amended to conform with these proposals effective January 1, 1958, and shall continue in effect until December 31, 1958, and thereafter subject to sixty days' notice in writing from either party to

the agreement to revise, amend or terminate it. Such notice may be served at any time subsequent to November 2, 1958;

- (b) The foregoing does not prevent adjustments under normal processes in working rules, rates of pay of individual positions, correction of inequities as between rates for different individual positions, or negotiation of rates for new positions or positions where the duties or responsibilities have been or are changed."

In principle we see nothing wrong with the suggestion contained in clause (a) above set out. As to the term of the new agreement, we are of the opinion that it should be for two years. In this connection we find ourselves in complete agreement with the Taylor Board, which in 1956 recommended a term of two years, and respectfully concur in the reasons given by that Board for their recommendation.

We are not, however, prepared to recommend the inclusion in the new agreement of the provision contemplated by clause (b) of this demand or any provision of like effect. The intent of the Industrial Relations and Dispute Investigation Act is that, when once a collective agreement is made and entered into, it shall bind the parties and each of them for the full term of the agreement. To permit either party to open it up and compel the other party to start bargaining all over again, could be contrary to the spirit of the Act. There is, of course, nothing to prevent the parties by mutual consent or agreement entering into an agreement to amend or supplement the new agreement if they so desire. That, however, is subject to one qualification—The amendment must not transgress the provisions of sections 19 and 20, or any other of the provisions, of The Industrial Relations and Disputes Investigation Act.

Time of Payment

The eighth demand made by the unions has to do with the procedure to be followed in paying the wages of employees, viz:

- "(8) Employees shall be paid every second Thursday, or the last regular work day preceding such Thursday."

This demand was considered by the Board along with the proposal of the railways that holiday pay should be computed on a percentage basis as set out in The Annual Vacations Act. When these matters were brought up it was found that there were no serious differences between the parties. It was agreed that any differ-

ences there may be could be straightened out by mutual agreement and the unions withdrew their demand. Under the circumstances we make no recommendation as to either the demand itself, or the proposal made by the railways as to computation of holiday pay, save to say that in our opinion the methods of computation and payment should be uniform with regard to all employees in order to avoid interference with office efficiency which would result if the procedure were not uniform.

Philip F. Vineberg, the member of our Board appointed as nominee of the railways, has informed us that he is unable to concur in the recommendation of this report. David Lewis, appointed to the Board as the nominee of the unions, has agreed to sign this report subject to some additional observations by him, which are appended hereto. The Board wishes formally and warmly to thank the parties, their counsel and spokesmen for their help and assistance throughout.

(Sgd.) HAROLD F. THOMSON,
Chairman.

(Sgd.) DAVID LEWIS,
Member.

Additional Observations

I am pleased to be able to concur with the recommendations of The Hon. Mr. Justice Thomson, the chairman of this Board. I do so in the hope that the recommendations may form a basis for a peaceful settlement of the issues between the parties, since that objective is of paramount importance to Canada, particularly at this time. In doing so, however, I wish also to make some additional comments on some of the matters involved, particularly those on which my conclusions carry a somewhat different emphasis from that contained in the exhaustive analysis of the chairman.

As is clear from the chairman's report, most of the considerable time spent in hearing the parties was occupied in evidence and argument on what constitutes a fair and reasonable standard of comparison for the hearings of non-operating railway employees. In his analysis of this matter the chairman fully sets out the major factors in issue. On all the evidence before us, I am still firmly of the opinion expressed in the report of the Taylor Board in 1956, to which I was a signatory, namely, "that, with the necessary reservations arising from the fact that the railway industry is unique and that it has some occupations which cannot be found elsewhere, the durable goods group of manufacturing industries

remains the most nearly comparable and forms an appropriate standard as a guide to the settlement of disputes between the non-operating employees and the railways."

In my view, there is some misapprehension as to the nature of the durable goods standard. It should be remembered that this standard was first proposed by the railways as long ago as 1950 and was at that time and again in 1952 opposed by the unions. It is not my understanding that previous boards of conciliation and previous arbitrators chose and accepted this standard because of an exact parallel in respect of skills, sex composition, geographical distribution and other factors. It is not my understanding that the railways or the unions ever argued that there was such an exact parallel. The standard has in the past been accepted because it appeared to be, as it appears to me now, the most nearly comparable one. Although it was not until 1956 that the railways levelled a detailed attack on the durable goods standard, it is evident from the reports and awards which preceded that year that members of previous conciliation boards and that previous arbitrators were generally aware of the major differences, qualitatively if not quantitatively.

It is apparently agreed between the parties that a standard of comparison is extremely important to their dispute. Both the unions and the railways emphasized the importance of such a standard and directed their evidence and arguments mainly to that point. In fact, in their case, filed as Exhibit R1, the railways stated the issue in the following language:—

"The fundamental issue in these proceedings is what level of wages in the railway industry can be justified as fair and reasonable in the light of all the relevant facts.

"Two basic tests are necessary in the determination of the proper level of railway wages:

- "a) the wages paid should be adequate when tested by a reasonable standard of comparison;
- "b) any excess of wages over such basic standard must be limited by the industry's ability to pay."

Although the unions did not state the matter in the same language, it is my impression from their argument that they did not quarrel with the general proposition set out by the railways in the passage quoted above. The issue between the parties was this year, as it has been on previous occasions, the question of what constitutes "a reasonable standard of comparison". In all wage disputes standards of comparison

are of importance; in the case of the railways, they are of even greater importance.

There are two factors relevant to a consideration of railway wage disputes which give this added importance to the value of a standard of comparison. The first is that, even more than in all other industries, peaceful labour relations on the railways are an urgent necessity to the entire country. For this reason it has always been doubtful whether governments would be prepared to permit a serious interruption of railway services. This is, no doubt, the reason why arbitration was imposed by the then government after some days of strike in 1950. It is obvious that, although the right to strike has not been legally withdrawn from railway unions, it is difficult for the unions to exercise it both because of their responsibility to the community and because of likely intervention by governments. It is evident to me that in such a situation an appropriate yardstick which can guide the parties themselves as well as boards of conciliation to a fair and reasonable settlement of a wage dispute on the railways is of paramount, indeed, overwhelming importance.

The second reason why this is so derives from the fact, as was fully disclosed in the evidence before this Board as well as before previous boards, that railway income is subject to regulation and statutory control to an extent not experienced by the rest of Canadian industry. This regulation and statutory control results in the railways being required to perform uneconomical services for the benefit of the Canadian economy and the Canadian people as a whole. Inevitably, their net earnings are adversely affected. To put it briefly and in a rather over-simplified way, public policy is largely responsible for the alleged low level of railway earnings about which the railways complained to this Board as they have done to other tribunals. Because public policy plays this role in the railway situation, it is again important to have an objective standard of comparison for railway wages. Only on this basis is it possible to arrive at a level of wages for railway non-operating employees which would be fair both to them and to the people of Canada. It is my firm conviction that the only level of wages which is fair and reasonable is one which results neither in the employees of the railways subsidizing the people of Canada by a disparity between their earnings and those of comparable groups of Canadian workers, nor in the people of Canada subsidizing railway employees in permitting them to earn a wage above that enjoyed by comparable groups

of Canadian workers. This desirable result can be achieved only, in my opinion, if there is an accepted objective standard of comparison by which the parties and boards are guided in the resolution of railway disputes.

The durable goods standard was, in my reading of previous reports and awards, accepted because it appeared to be the most nearly comparable industrial composite. It was accepted and, indeed, originally urged by the railways, on the ground also that it represented, on the average, a group of higher paid Canadian workers. In my respectful submission, it is right that this should be so. When one remembers the tremendous size of the railway industry and its indispensable position of prominence in the Canadian economy as well as the many decades of labour organization on the railways, it is surely appropriate that earnings of railway employees be compared with those of workers in other basic industries and particularly those which pay relatively better wages. It would, in my view, be anomalous and unjust if it were attempted to depress the wages of railway non-operating employees to the levels of industries which are less important to the Canadian economy or to those which are on the decline. As the evidence showed, far from being on the decline, Canada's major railways are in the process of an impressive programme of expansion and modernization.

I do not ignore the evidence of the differences between the railways and durable goods industries, so fully and properly set out and commented upon by the chairman in his report. It is, however, none the less my conclusion that those differences do not outweigh the points of comparison and similarity and do not by any means invalidate the durable goods standard as being a fair and reasonable one with which to compare the earnings of non-operating railway employees.

In view of the history concerning the question of an appropriate standard of comparison, it would be highly regrettable if the unions were asked or forced to abandon the durable goods standard. The chairman in his report sets out the broad outlines of that history. The point I wish to emphasize is simply the following. Originally the unions laboured hard to retain parity with American wages as a proper standard. When they could not hold the position, they sought to establish the earnings in selected Canadian industries as the standard. They were forced to abandon both, in my opinion, for proper and valid reasons. Finally, from 1954 on, the unions

declared themselves ready to accept the standard originally promoted by the railways and established by several successive boards and arbitrators. In each case it was a retreat by the unions from a higher to a lower level of earnings, so that, for the reasons discussed by the chairman, they have ceased to be among the highest paid Canadian workers as they once were. I have no hesitation in concluding that, with the advance of the Canadian economy and Canadian wages as a whole, there did not remain any justifiable reason why non-operating employees of the railways should be ahead of comparable employees in the country. However, equally there is not, in my opinion, any justifiable reason for a standard which would bring non-operating railway employees below the levels of earnings in other basic industries or place them in the bracket of the lower paid rather than in the bracket of the better paid industrial composites in Canada. After all, they are employees of the most important basic industry in Canada.

I respectfully submit that this is a particularly reasonable conclusion when one remembers that more than 50 per cent of Canada's railway workers are employed directly by the people of Canada through the Canadian National Railways and that the actual earnings of the CPR in its railway operations are geared to the needs of public policy and the requirements of the Canadian economy as a whole. It is unthinkable to me that the Canadian people would wish their employees on their own railway and those of the privately-owned railway thus regulated and controlled, to earn less than a representative composite of Canadian workers in a group of basic industries.

The above are some of the reasons which impel me to continue to emphasize the appropriateness and reasonableness of the durable goods standard in spite of the differences outlined by the railways and commented upon by the chairman.

The second major matter on which I would like to make brief comment is the question of the relevance or otherwise of the railways' ability-to-pay argument. The report of the 1956 Taylor Board indicates that I was of the opinion at that time that the question of the railways' ability to pay, even if one accepted their statement of the position, should not be taken into consideration in a railway wage dispute. I still hold that view and wish to refer to a few of the reasons for it.

The question of the role of ability to pay in labour-management relations has been the subject of a great many comments

by experts in the field. Whatever may be the situation in respect of other industries, I respectfully urge that so-called ability to pay cannot be a factor in the determination of a wage dispute on the railways.

The major reason has already been alluded to. The award of Chief Justice Sloan in 1954 and the report of the Taylor Board in 1956 dealt exhaustively with the fact that the two main railway systems in Canada are obliged to lose tens of millions of dollars annually in uneconomic services arising out of the statutory grain rates and out of the needs of the Canadian people for passenger service regardless of cost. In other words, to the extent that the railways' plea of inability to pay is valid, it is directly the result of the policies of the Canadian Parliament, presumably pursued because of the needs of the Canadian economy and the Canadian people as a whole. This is not the place to make any comment on the merits of the policies except to say that, as a Canadian citizen, I fully appreciate and approve of the reasons which have led to the policies referred to. However, having created the causes for the resulting financial position of the Canadian railways, it is surely impossible for the Canadian people to use it as a reason for withholding from railway employees the level of earnings which, in my opinion, they are entitled to. And I venture to suggest that the Canadian people would share this view, if they had all the facts before them.

However, it must be emphasized, in fairness to the railways, that they did not plead inability to pay wages which meet the test of "a reasonable standard of comparison". It was their view that any excess over such a standard must be governed by the industry's ability to pay. This, therefore, takes us back to the question of what is a proper standard.

In any case, I am not at all convinced that the general approach of the railways to the financial position as part of a wage dispute is one which should in all respects commend itself to a board of conciliation. It is no doubt true that the railways have not shared in the general earning prosperity of Canadian industry in the postwar period. It is equally true that the rate of return on investment is much smaller for the railways than it is for the more prosperous sectors of Canadian industry. However, this surely to argue in circles. If one remembers that the railway industry is, by statute of the Canadian Parliament, regulated and controlled as to its rates and potential income, it necessarily follows that the net earnings of the Canadian Pacific Railway must be regulated and controlled,

both directly and indirectly. Perhaps it is in the nature of the railway industry that its earnings cannot be as high as those of unregulated industries serving only a sector of the Canadian economy instead of the entire economy. It may well be that because of the nature of railway operations and the needs of the Canadian economy and people, a rate of return of about, or even under, 3 per cent on investment is not socially and economically wrong.

There is one other point that cannot be overlooked. I fully agree that in relation to railway costs, only the rail operations of the CPR should be taken into account. However, when railway spokesmen allude to the condition of the Canadian Pacific Railway company on the capital market, as they did, surely it is no longer proper to limit consideration to factors relevant to the earnings of rail operations alone. The company goes on the capital market as one whole company, including its other operations and other income. In this connection, it is worthy of note that although both the net earnings from rail operations of the CPR and its other income were lower in 1957 than in 1956, the CPR did have a total of about 23½ million dollars as income from other than rail sources, as well as a little over 38 million dollars in net earnings from rail operations. The total income of the company, before fixed charges, was 61.7 millions of dollars in 1957. While this is not a large income related to the company's tremendous investment, particularly in rail operations, it does not, in my view, show a situation which should create concern or worry about the health of this very large Canadian enterprise.

Having said this, I would emphasize that the matter of railway income is, and should be, the concern of Canada's policy-makers, rather than that of a board of conciliation attempting to settle or to recommend upon a labour dispute. The Government, Parliament and the agencies which they have created are the ones which should deal with and pronounce upon the financial problems of the railways. For the reasons given, it is, in my view, not a matter to which a board of conciliation can give the necessary detailed attention.

However, the general state of the economy is an entirely different matter. It would, it seems to me, not be responsible for a board of conciliation to ignore the conditions of the economy as a whole at the time when it is considering a wage dispute placed in its hands. One cannot escape the fact that for many months Canada has been in the midst of an economic recession and that, although forecasters differ, it is

clear that we are not yet out of the economic difficulties and it is impossible to foretell with any precision as to when the climb upward will start or be completed. I cannot but agree with the chairman that, in view of the recession, moderation in wage settlements is perhaps unavoidable.

This is the major consideration which leads me to concur in the chairman's recommendation on the wages issue. It is true that, in the result, the earnings of non-operating railway employees will remain substantially below the level of those in durable goods. In the light of economic conditions, however, this seems to me unavoidable in the present circumstances.

I also have pleasure in concurring in the other recommendations of the chairman.

(Sgd.) DAVID LEWIS,
Member.

Minority Report

Philip Vineberg of Montreal, company nominee, submitted a minority report advocating that there be no wage increases granted at the present time. The unions asked for a combination increase of 11 per cent plus 17 cents an hour. Space does not permit publication of the complete report in this issue.

The full text of the minority report will appear in the October issue.

Report of Board in Dispute between

Canadian National Railways (MV Bluenose)

and

Canadian Brotherhood of Railway Employees and Other
Transport Workers

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter herewith presents its report.

The Board was composed of:

H. Carl Goldenberg, Esq., QC, Chairman,
Professor Arthur J. Meagher, QC, nominee
of the Employer,

Clifford Scotton, Esq., nominee of the
Bargaining Agent.

Proceedings before the Board opened in Montreal on May 22, 1958, and were continued on the following day. Each party presented its case and was afforded an opportunity for rebuttal.

The Board finds that the original demands of the bargaining agent (hereinafter called the "union") numbered nine, but that the matters which remain in dispute have been reduced as a result of understandings reached between the parties or on suggestion of the Board. More particularly, union demands No. 5 (severance pay), No. 6 (contract work), and No. 8 (pay days) have been dropped, and No. 9 (proposed changes in rules) will be negotiated directly between the parties.

On the matters which remain in dispute, the Board, having heard and examined the submission of the parties, finds and recommends as is hereinafter set out.

1. Wages

The union demands that all rates of pay be increased by 11 per cent plus 17 cents per hour retroactive to the commencement of the calendar year 1958. The company submits that this demand is the same as that which has been submitted by the non-operating railway employees who are engaged in entirely different and wholly unrelated operations on the railway system. While the company further submitted that

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways (MV *Bluenose*—Yarmouth-Bar Harbour Ferry Service) Yarmouth, N.S.

The Board was under the Chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Prof. Arthur J. Meagher, Halifax, and Clifford A. Scotton, Montreal, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Scotton. The minority report was submitted by Prof. Meagher.

The text of the majority and minority reports is reproduced here.

the increase demanded is undue and not warranted, it reiterated the offer which it had made during negotiations of a general increase of 4 per cent effective March 1, 1958, and a further 4 per cent on current wages on January 1, 1959, making in all an increase of 8 per cent in basic rates, the whole contingent upon a two-year contract commencing January 1, 1958.

Having considered the submissions of the parties and having examined the existing wage schedules and earnings, changes in the consumer price index since January 1956, and wages in comparable marine services, the Board recommends a two-year contract commencing January 1, 1958, with a general increase in current basic wage rates of 10 per cent, of which 5 per cent shall be retroactive to March 1, 1958, and the remaining 5 per cent shall become effective on January 1, 1959.

The Board recommends retroactivity only to March 1, 1958, because it finds that the union was in fact not bargaining prior to that date.

2. *Health and Welfare*

The union demands that the present allowance of 20 cents for each day worked as a payment in lieu of a health and welfare plan be discontinued and that in place thereof the employees should be included in the non-operating railway employees' health and welfare plan (hereinafter called "the non-ops plan"). The company submits that this is another instance of duplication by the union of demands made on the railways by the "non-ops" group of unions. The company further submits that the current payment of 20 cents per day conforms with the general practice in the marine industry of Eastern Canada and that, having regard to this fact and to the free benefits provided under the Canada Shipping Act, the demand of the union should be denied.

The Board has given careful consideration to the submissions of both parties on this issue. It notes that Article 29 of the present agreement reads as follows:

Health and Welfare

Effective January 1, 1957, unlicensed personnel will be allowed 20 cents for each day worked, as a payment in lieu of a health and welfare plan. It is understood that this allowance will be discontinued if and when a health and welfare plan is established.

The union submits that the health and welfare plan referred to in the last sentence of Article 29 was the "non-ops" plan which

is now in effect. The company denies this but does not explain what plan was contemplated by the parties.

It is clear to the Board that the contemplated plan could not have been one confined to the personnel of the MV *Bluenose* alone. The Board also finds that the "non-ops" plan which is now in effect is not confined to non-operating employees of the railways in that it covers or is about to cover, among others, employees of the B.C. coast ferries of the CPR and the employees of both CNR and CPR hotels. The Board understands that coverage under this plan was recently extended to employees of the Nova Scotian Hotel in Halifax, a hotel owned by the company.

Having regard to the extension of coverage under the "non-ops" plan to employees who are not considered non-operating railway employees, to the fact that coverage under the plan does not of itself constitute such employees non-operating railway employees, and to the further fact that the extension of coverage under the "non-ops" plan to the personnel of the MV *Bluenose* will not in effect increase costs to the company, the Board finds that it cannot reasonably maintain the objection of the company to the union's demand.

Accordingly, the Board recommends that the company support the application of the union for coverage under the "non-ops" health and welfare plan of the unlicensed personnel of the MV *Bluenose* as from January 1, 1959, subject to appropriate arrangements to avoid duplicate coverage having regard to the provisions of Part V of the Canada Shipping Act dealing with sick mariners and marine hospitals, and to the provisions of the Hospital Insurance Act of Nova Scotia.

3. *Vacations with Pay*

The union demands three weeks vacation with pay after 10 years of service in lieu of the present provision of 15 days holidays after 15 years, and a maximum of four weeks vacation after 15 years. The company submits that the provisions of the existing agreement are more liberal than in comparable marine services and asks that the union's demand be rejected.

The Board recommends that the vacation provisions of the existing agreement be retained.

4. *Statutory Holidays*

The union demands that an additional statutory paid holiday be added to the seven statutory holidays already recognized. The company submits that the employees already enjoy a preferred position in regard to paid statutory holidays.

The Board recommends that the provisions of the existing agreement with respect to statutory holidays be sustained.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) CLIFFORD SCOTTON,
Member.

MINORITY REPORT

H. Carl Goldenberg, OBE, QC, chairman of the Board appointed to conciliate the above dispute, has informed me by long distance telephone of his recommendations regarding the items in dispute. I understand that these will be concurred in by Clifford Scotton, nominee of the union.

With regret, I must disagree with the recommendations respecting the union's demands for increased wages and for the adoption of the railway's health and welfare plan.

The Wage Demand

The union represents the ninety-two members of the unlicensed personnel of the Motor Vessel *Bluenose*, of 6,419 gross tons, which carries passengers and road vehicles between Yarmouth, Nova Scotia and Bar Harbour, Maine. It is a local operation which is in no way connected with the railway operations of the Canadian National Railway Company, for the vessel carries no railway freight and there is no rail connection at Bar Harbour. The MV *Bluenose* was purchased by the joint contributions of the Province of Nova Scotia and the Government of Canada. It is registered in the name of the latter and its management and operation is entrusted to the Canadian National Railway Company by the federal Government. The service has been a great assistance to the tourist and trucking industries of the province of Nova Scotia, but financially it has been a substantial drain on the public purse. The operating deficit for the service was \$304,351 in 1956, and \$278,093 in 1957. If amortisation of construction costs and depreciation charges are added, the deficits amounted to \$897,655 for the year 1956

and \$882,554 for the year 1957. The company is not in a position to raise its tariffs for passengers and vehicle traffic utilizing the service.

When the MV *Bluenose* was first placed in operation in the spring of 1956, the unlicensed personnel of the ship were hired on at the same wage rates as those paid on the SS *Princess Helene*, which is operated by the Canadian Pacific Railway on a comparable service between St. John, New Brunswick and Digby, Nova Scotia. In June, 1956, the unlicensed personnel of the SS *Princess Helene* received a four-step wage increase of 3 per cent, 3 per cent, 2 per cent and 3 per cent spread over a two year period. At the same time, the union representing the unlicensed personnel of the MV *Bluenose* accepted a wage increase of 8 per cent retroactive to January 1, 1956 in lieu of the *Princess Helene* rates. As a result, the *Bluenose* personnel enjoyed a higher wage rate during most of the two years of the contract, but at the end of the term their rate was 3 per cent lower than that enjoyed by the *Princess Helene* crew.

In addition, the unlicensed personnel of the MV *Bluenose* received certain other fringe benefits over and above those enjoyed by the crew of the *Princess Helene*, such as a higher overtime rate, more statutory holidays, continued employment while the ship is in drydock, and other contract items. The result is that the average of the 19 seamen of the *Bluenose* for the year 1957 was \$3,080 each as compared with \$2,898 for those on board the *Princess Helene*. The 18 assistant stewards of the *Bluenose* received an average of \$2,790 during the same period as compared with \$2,654 for those on board the *Princess Helene*.

The hourly rates for the various crew members of the MV *Bluenose* are generally higher than those paid to their counterparts on the MV *William Carson*, or on the "Dosco" ships which operate on the Atlantic seaboard, as well as on the Great Lakes ships. The following are the comparable rates:

	MV <i>Bluenose</i> 40 hr. week	Great Lakes 56 hr. week	Dosco 48 hr. week	MV <i>William Carson</i> 45 hr. week
Seaman/deckhand	\$1.241	\$1.166	\$1.17 A.B. (1.03 O.S.)	\$1.113
Asst. Steward/messman	\$1.210	\$1.166	1.07½	1.082
Wiper/trimmer	1.210	1.166	1.11½	1.060
Oiler	1.334	1.408	1.20½	1.174
Second Cook	1.490	1.220	1.17	1.295
Second Steward—				
Sen.	1.614	N.C.	1.17	N.C.
Jun.	1.460			
Quartermaster	1.303	1.408	N.C.	1.148
Bosun	1.334	1.49	1.27	1.207

(When carried)

The present wage rates of the unlicensed personnel of the MV *Bluenose* also compare favourably with average weekly earnings in the city of Halifax and in the province of Nova Scotia. On January 1 of 1957 and 1958, the average weekly wage of the *Bluenose* crew was \$54.63 for each period, while the average for the same periods for employees in Halifax was \$50.66 and \$54.02, and for employees in Nova Scotia of \$52.71 and \$55.48. The above *Bluenose* figures do not include the value of the free board and lodging supplied to the men when they are aboard the ship. Free meals received during five of the seven days which each man works would be worth five dollars or more a week.

Apart from the 3 per cent differential now existing between the *Bluenose* and *Princess Helene* rates, the present wage rates of the unlicensed personnel of the MV *Bluenose* are the highest paid on the Canadian Atlantic seaboard. They are considerably higher than those paid by most private operators of coastal shipping. In addition, the personnel have a forty hour week, pensions, and free railway pass privileges, permanent employment and other benefits. An indication of the attractiveness of their employment is the fact that during the past year, the company had over four hundred applications for positions on the *Bluenose*.

During the negotiation held prior to the appointment of the Board, the company offered the union a two year contract with a 4 per cent increase effective March 1, 1958, which was to be increased to 8 per cent on January 1, 1959. The union countered with an increase of 10 per cent in two steps of 6 per cent and 4 per cent.

In view of the top wage rates enjoyed by the unlicensed personnel of the MV *Bluenose* in relation to the rates paid by the shipping industry on the Atlantic coast and on the Great Lakes, as well as that paid by industry in general in the province of Nova Scotia; the fact that the *Bluenose* has been operated at a substantial deficit in the past which may be increased this year because of the effect of the recession and the operation of a competitive service between the ports of Yarmouth and Boston; that the company's 8 per cent offer would place the wage rates of the *Bluenose* personnel, not only 5 per cent higher than the *Princess Helene* rates, but apparently the highest of any ship operating out of Canadian ports on the Atlantic coast or on the Great Lakes; and that the increase is in line with increases presently being granted by industry, I am of the opinion that the 4 per cent and 8 per cent increase offered

by the company are reasonable under the circumstances and should be recommended for acceptance.

Health and Welfare Demand

I am of the opinion that the health and welfare demand of the union should not be recommended on the following grounds:

(a) With the exception of the unlicensed personnel of the MV *Abegweit*, apparently no crew members of any other Canadian ship operating on the Atlantic coast or on the Great Lakes has the health and welfare plan requested by the union. This plan was set up for the non-operating employees of the railways whose conditions of employment are quite different from marine workers.

Marine employees have always enjoyed the medical and hospitalization benefits provided for by the provisions of the Canada Shipping Act. In later years, these benefits were supplemented by the payment of twenty cents per day to the crews of many of the ships. This plan exists on the MV *Bluenose*, the SS *Princess Helene*, the 16 ships engaged in the railway's Newfoundland services, as well as on the ships of the "Dosco" fleet. With the exception of the unlicensed personnel on the *Abegweit*, no crew members enjoy a better health and welfare plan than that possessed by the personnel of the *Bluenose*, and the union has presented no arguments why a precedent should be made in this case. In fact, most employees in the province of Nova Scotia pay the full cost of Maritime Medical and Blue Cross Care, and only enjoy the privilege of having their employer deduct the cost thereof from their wages.

An exception has existed in the case of the unlicensed personnel of the MV *Abegweit*, which has enjoyed the "non-ops" health and welfare plan since about the time of its inception. This ship carries the railway cars between the provinces of New Brunswick and Prince Edward Island, which is an entirely different type of operation from that carried on by the *Bluenose*. Even on the *Abegweit*, the deck and engineering officers have the twenty cents per day plan.

(b) As already mentioned, it is clear that the *Bluenose* operation is a separate service which is not related to the railway service. Unlike the *Abegweit*, the *Bluenose* is not a connecting link for the railway.

It is self-evident that the crew of the *Bluenose* are not railway, but marine employees. Their working conditions are quite different and are governed by the provisions of the Canada Shipping Act. Complications could arise in the future if the *Bluenose* working agreement was tied in with any plan applicable only to railway employees, for it is quite possible at a later date that the operation and management of the *Bluenose* may be entrusted to another department of the federal Government or to a department of the province of Nova Scotia.

- (c) The present position of the crew members of the *Bluenose* with respect to health and welfare protection is far superior to that enjoyed by most employees in Nova Scotia, whether marine or otherwise. The position of the men on the *Bluenose* is as follows:

1. Under section 318 of the Canada Shipping Act, any sick mariner is entitled to receive gratuitously such medical, surgical or other treatment as his case requires. The Act also provides for free hospitalization and medical treatment aboard the ship.

2. Under Article 16 of the existing collective agreement, any employee of the *Bluenose* who has to be signed off in a foreign port because of illness or injury, is entitled for a period of twelve weeks to two thirds of his basic pay until he is returned to his home port or recovers.

3. On January 1, 1959, every resident of Nova Scotia will be entitled to free hospitalization under the provisions of the Hospital Insurance Act, which has recently enacted by the Province of Nova Scotia. The cost of the scheme will be defrayed by the imposition of a 3 per cent sales tax on goods sold within the Province.

4. In this province, most people are covered by the Maritime Medical Care, a scheme set up by the medical profession to provide medical care to its group sub-

scribers. The scheme provides for a nearly complete medical coverage, with the possible exception that a few of the specialists charge an additional fee for their services. The group rates of the service on a monthly basis are as follows:

Single person	\$2.80
Married couple	\$5.30
Married couple with family	\$7.30

5. The usual Blue Cross Hospitalization scheme exists in the province, but it is anticipated that this will be supplanted by the province hospital scheme on January 1 next.

At the present time, the crew of the *Bluenose* would appear to have a complete medical and hospital coverage on themselves. If the 20 cents per day payment is applied to Maritime Medical (with a small supplementary contribution by the crew member), the employees of the *Bluenose* and their families will enjoy adequate medical and hospital coverage after January 1 next. Their present coverage is certainly far superior to that enjoyed by most employees in Nova Scotia.

It should be noted that the adoption of the "non-ops" plan would result in a duplicate medical and hospital coverage.

- (d) The granting of the requested additional fringe benefit is a precedent which will affect not only the crew members of the *Bluenose* at the present time, but could have far reaching application in the future. No substantial reason has been adduced by the union in this case for the granting of such a far-reaching fringe benefit.

I wish to join with the other members of the Board in their thanks to the representatives of both parties for the courtesies and co-operation extended to the Board during the hearings. I also wish to similarly express my appreciation to the other members of the Board.

(Sgd.) A. J. MEAGHER,
Member.

Britain, U.S. Move to Stimulate Scientific Training

Both Britain and the United States are stimulating the education of scientists.

In Britain, school laboratories are being sponsored and equipped by large industries, according to exchange teachers from the United Kingdom on their arrival in the U.S. "There's such an outcry for technically trained workers from large industries that science rooms are being built in all schools," one teacher said.

Science classes are becoming popular with girls, it was reported.

In the U.S. a bill to improve scientific training was passed last month. The bill will speed schooling in science by federal, college and university scholarships, student loans, fellowships, improved teaching equipment and stipends for summer institutes to teacher preparation.

Report of Board in Dispute between

The Packers Steamship Company Limited

and

Seafarers' International Union of North America

The Board of Conciliation established to deal with the above dispute is composed of T. R. Watt, nominee of the employer, Owen E. Mason, nominated by the employees, and F. E. Harrison, Chairman.

At the first sitting of the Board held at Vancouver on February 6, the following representatives of the interested parties were in attendance:—

Seafarers' International Union of North America

Norman Cunningham, Agent

E. C. Thompson, Committee

Earl Macdonald, Committee

I. Gibeault, Committee.

The Packers Steamship Company Limited

Lorne C. Hume, Manager, Industrial Relations

Robert McLennan

M. F. Aldous, Manager, Packers Steamship Company Limited.

At the sitting referred to, the union representatives presented a copy of a proposed agreement (Exhibit 1) relating to wages and working conditions affecting unlicensed personnel employed on motor vessels and barges operated by the company, to which they requested acceptance. The document contains sixty-one (61) clauses, many of them being of a non-controversial nature.

The previous agreement that was in effect between Packers Steamship Company Limited and the Seafarers' International Union was effective from November 4, 1956 and expired on October 31, 1957 (Exhibit 2).

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and The Packers Steamship Company Limited, Vancouver.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Watt and Owen E. Mason, both of Vancouver, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mason. The Minority Report was submitted by Mr. Watt.

The text of the majority and minority reports is reproduced here.

On behalf of the company, and in reply to the requests of the union, Lorne Hume, Manager Industrial Relations, presented a brief (Exhibit 3) setting forth the conduct of negotiations between the parties concerned covering a period from the date of the expired contract until February of the current year. He also submitted a list of clauses which were tentatively agreed upon and that were still in dispute (Exhibit 5).

At a subsequent meeting the members of the Board recommended that the parties concerned should hold further conversations in an effort to reconcile their differences. As a result the Board was informed that a mutually satisfactory understanding had been concluded upon all but the following items:

1. Union Security.
2. Welfare Plan.
3. Sailing Shorthanded.
4. Hours of Work.
5. Cargo Work.
6. Overtime Hours.
7. Manning Scale.
8. Wages.

During the sitting of the Board informative and interesting briefs were read and filed by the union and the company, as well as oral and written rebuttals. Every opportunity was afforded to representatives of the parties to present their respective sides regarding the matters at issue. After due deliberation and consideration of the evidence submitted, the Board recommends as follows:

1. *Union Security*

That the present clause relating to union security and checkoff be retained as provided for in the expired contract.

2. *Welfare Plan*

That the company should contribute an amount equivalent to twenty (20c) cents per man day worked to the welfare plan of the Seafarers' International Union, such sums to be remitted to the union.

3. *Sailing Shorthanded*

Division of Wages of Absent Members:

When a vessel sails short of the full complement of unlicensed personnel, the basic wages and leave of any missing crew member shall be divided among those upon whom the extra duties fall, but no overtime shall be paid except under circumstances in

which overtime would normally have been paid had the full complement been carried. The division of the basic wages and leave of any absent crew member shall be made only among the other crew members who, in addition to their regular duties, perform work which would normally have been performed by the absent crew member.

4. *Hours of Work*

That the clause relating to hours of work contained in the expired agreement should be retained in its present form.

5. *Cargo Work*

That the present clause of the former contract should be retained in its present form.

6. *Overtime Hours*

That the second paragraph of Section Nine, Article III, of the expired contract should be deleted, and the following clause substituted therefor:

That overtime shall be calculated as follows: Any member called upon to work off watch or day workers called on to work outside the schedule set forth in the agreement, except for cargo work, shall be paid overtime at the rate of time and one-quarter per hour. Overtime shall be calculated in half ($\frac{1}{2}$) hour periods.

7. *Manning Scale*

That the representatives of the company and the union confer with a view to concluding a mutually acceptable solution of that problem.

8. *Wages*

That the wage rates for unlicensed personnel be increased by sixteen (16) per cent effective from July 1, 1958, and that an additional increase of eight (8) per cent be made effective from July 1, 1959.

Term of Agreement

That a mutually satisfactory agreement be entered into between the Packers Steamship Company Limited and Seafarers' International Union of North America, Canadian District, for a period of two (2) years from July 1, 1958, and to expire on June 30, 1959.

(Sgd.) F. E. HARRISON,
Chairman.

(Sgd.) OWEN E. MASON,
Member.

MINORITY REPORT

After giving careful consideration to the submission made by both parties to this dispute I beg to submit this minority report.

I wish, first, to report that I am in accord with the recommendations made by the majority of the Conciliation Board except for the following:

1. *Manning Scale*

The number of men required to man these vessels is solely a matter for company determination and decision. The costs of operating these vessels has become excessive and as a result previous practices must be reviewed. It is my recommendation that the company make such a review and adjust the number of employees accordingly.

2. *Wages*

In view of the economic conditions facing shipping on the West Coast and particularly the problems of Packers Steamship Company Limited, my recommendation on wages is as follows:—

(a) In the event that the company is able to reduce the costs of operation as a result of the review recommended in (1) above, then the present wage rates be increased by 16 per cent effective July 1, 1958, and a further 8 per cent effective July 1, 1959.

(b) In the event that such a review does not allow a cost reduction in the operation, it would then be my recommendation that wages not be increased at this time.

3. *Cargo Work*

It is my recommendation that the rates to be paid for cargo work, effective July 1, 1958, be as follows:—

(a) On watch \$1.10 per hour
(b) Off watch \$1.48½ " "

(Sgd.) T. R. WATT,
Member.

Fair Employment Practices Acts in Effect in 13 U.S. States

Action towards establishment of fair employment practices legislation was recorded in several American states in 1957.

Colorado and Wisconsin amended their existing anti-discrimination laws to put them on a compulsory basis, so that if a party in a discrimination case refuses to comply with the decision of the agency administering the law, the state courts may enforce a settlement.

Compulsory fair employment practices laws are now in effect in 13 states and Alaska, while voluntary measures, not enforceable in courts, exist in Indiana and Kansas.

Oregon and Washington amended their anti-discrimination legislation while California introduced such a measure in the Legislature.

LABOUR LAW

Changes in Provincial Apprenticeship and Tradesmen's Qualification Laws in 1958

Three provinces, Saskatchewan, Nova Scotia and New Brunswick, make changes in laws dealing with apprenticeship, tradesmen's qualification

At the 1958 sessions of the Legislatures, changes were made in the legislation dealing with apprenticeship and tradesmen's qualification in Saskatchewan, Nova Scotia and New Brunswick.

Saskatchewan

In Saskatchewan, a provision of the Apprenticeship and Tradesmen's Qualification Act restricting the compulsory certification of tradesmen to the cities and the two largest towns of the province was deleted, with the result that the requirement that a tradesman in any designated trade must hold a certificate of status in order to work at his trade may now be applied anywhere in the province.

The Act now lays down a general prohibition that no person "who is required by the regulations" to hold a certificate of his status as an apprentice or tradesman in a designated trade may work at the trade without the required certificate. The policy of the Department of Labour is gradually to extend the certificate-holding requirement throughout the province in each trade in which it is desired and practicable.

Under trade regulations now in effect, every tradesman engaged in the trades of motor vehicle mechanics repair, barbering or beauty culture anywhere in the province must hold a certificate of status. Similarly, every tradesman engaged in the carpentry, plumbing, sheet metal or motor vehicle body repair trades in any of the cities of Saskatchewan or in the town of Melville (including the area within a five-mile radius of such centres) is required to hold a certificate. Employers in these trades in the places indicated are prohibited from hiring a tradesman unless he holds a certificate indicating his qualifications in the trade. Tradesmen in the carpentry, plumbing, sheet metal or motor vehicle body repair trades in areas other than the cities or the town of Melville and those engaged in the remaining designated trades are not required to hold certificates of status but may obtain them on a voluntary basis.

A certificate of status can be obtained only by qualifying in an examination. An applicant must also show proof that he has had the necessary trade experience to qualify for journeyman status. The length of time that must be spent at a trade in order to obtain a certificate of qualification is specified in the appropriate trade regulations.

Other amendments to the Act enable the Minister of Labour to suspend, cancel, or require the return of a certificate of status for cause, and make it an offence, punishable on summary conviction by a maximum fine of \$100, for a person to assist a candidate taking a trade test or examination for a certificate of status by disclosing to him the contents of the examination or for a candidate to acquire such information before taking the examination.

Nova Scotia

In Nova Scotia, the Apprenticeship Act and the Tradesmen's Qualification Act were consolidated in one statute, the appropriate changes being made. The resulting Act, cited as the Apprenticeship and Tradesmen's Qualifications Act, combines, as does the legislation of Newfoundland, Ontario and Saskatchewan, provisions regulating the training of apprentices with provisions for both voluntary and compulsory certification of tradesmen.

Up to the present, the authority given to the Lieutenant-Governor in Council under the Tradesmen's Qualification Act (which was enacted in 1945 and proclaimed in force in 1946) to make the certification of tradesmen in a designated trade mandatory has not been exercised. Certificates of qualification have for some years been issued, on a voluntary basis, to tradesmen in the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

motor vehicle repair, plumbing, steamfitting and electrical construction trades under the Apprenticeship Act. In the new consolidation, as in the former Tradesmen's Qualification Act, provision is made for exemptions, where regulations require the holding of a certificate, in cases where it is not practicable to secure the services of a certificated person or where a person is employed to do emergency work.

New Brunswick

In New Brunswick, an amendment to the Trades Examination Act, which provides for the examination and certification of tradesmen in certain trades on a voluntary basis, added the motor vehicle repair (mechanical) trade to the trades covered by the Act. Certificates of qualification are now issued under the Act in the electrical, electric and gas welding, plumbing and pipefitting trades.

Certification of Journeymen

Provision is made for the certification of journeymen in certain designated trades in most of the provinces as an integral part of the provincial training programme. With certain exceptions, noted below, certification

is voluntary, that is, a tradesman who wishes to obtain journeyman status may make application to the Department of Labour and, if he is found competent on examination and can prove that he has had the length of practical experience required for journeyman status in the trade, may be issued a certificate of qualification.

In the provinces of Alberta, Saskatchewan, Ontario and Quebec, however, it is compulsory for certain classes of tradesmen to hold certificates of competency in order to work at their trade. In Alberta in the 11 trades designated under the Tradesmen's Qualification Act, in Saskatchewan in seven trades (some when carried on in urban centres, others when carried on anywhere in the province), and in Ontario in the motor vehicle repair trade, a certificate of qualification is required. In Quebec, certificates of competency must be held by journeymen in some of the trades covered by decrees under the Collective Agreement Act. In Newfoundland, and, as already noted, in Nova Scotia, the Act authorizes the adoption of a system of compulsory certification with respect to a designated trade but no action has been taken under this authority.

Legal Decisions Affecting Labour

Decision ordering syndicate to pay damages confirmed in Quebec appeal court. Two interim injunctions against picketing continued in Ontario

In connection with a strike at Canadian Vickers in Montreal in 1952, the *Union Nationale des Employés de Vickers* lost its appeal against a decision requiring it to pay damages to the company for losses suffered by the company because non-striking employees were prevented from working. The appeal court reduced the amount of the damages.

The Ontario High Court of Justice issued two orders continuing interim injunctions against picketing until trial of the action, one in the case of the Great Lakes Pilot Association at Kingston and the other applicable to building trades unions in Toronto.

Ontario High Court of Justice . . .

. . . confirms injunction on ground that object of picket line not solely to communicate information

On May 12, 1958, the Ontario High Court of Justice confirmed an injunction order, granted by Judge Strange of the County

Court at Kingston, restraining the members of the Great Lakes Pilot Association from picketing.

The circumstances of the dispute were as follows.

The Canada Shipping Act sets up certain pilotage districts. The pilotage districts for Montreal and Quebec are set up under the statute; the St. Lawrence, Kingston, and Ottawa district by order-in-council. There is no pilotage district above Kingston, but ships may carry sailing masters who perform certain pilotage duties.

In April 1957, a shipping federation of which Canadian Overseas Shipping Ltd. (the plaintiffs in the case at bar) is a member informed the Great Lakes Pilot Association that it would require sailing masters only from Port Weller at Sarnia. The Association insisted that sailing masters should be carried at all times above Kingston. Failing agreement, the Association picketed the dock at Kingston with the result that many pilots for the Kingston-Montreal run refused to cross the picket line and the outbound ships had to proceed without pilots or tie up.

An injunction restraining the Association from picketing was granted by a local Judge at Kingston and later the company applied to the Court to have the injunction continued until trial.

Chief Justice McRuer in his ruling stated that the dispute in the case at bar narrowed down to the issue that the federation had decided that it wanted sailing masters only from Port Weller to Sarnia while the Association had decided that the ships must carry them and pay for them whether they wanted to or not.

He was not convinced that the sole object of the picket line was to inform sailing masters of the dispute between the Association and the federation. It was quite clear that the picket line was set up in order to enforce the Association's decision by preventing outbound ships from obtaining pilots for the run down the river, thus inducing the pilots to violate their statutory duties.

In the opinion of the Court the Association was trying to obtain a legislative result that all foreign ships plying the Great Lakes must carry sailing masters, while in the absence of properly enacted legislation the ships were entitled to refuse to carry them. The matter of safety was for the legislature and the Association's argument based on the requirement of sailing masters on grounds of safety was for Parliament to decide.

Further Mr. Justice McRuer added that it was a tortious act to deprive anyone of his contractual rights. The Association was not entitled so to act as to deprive the federation of its rights under the Canada Shipping Act to have pilots for the outbound run. That was a matter for legislative action and could not be sanctioned by judicial decision. As that was the purpose also of the picket line, the Association ought to be enjoined from placing pickets so as to interfere with the pilots performing their full duty under the Act.

He held that the injunction as granted by the local judge was too broad. It should restrain picketing on or in the vicinity of wharves or premises where pilots board ships plying in the St. Lawrence, Kingston and Ottawa pilotage district or in any way interfering with pilots who wished or were under a duty to board ships at Kingston. *Canadian Overseas Shipping Ltd. v. Kake*, (1958) O.W.N. No. 25, p. 300.

Ontario High Court of Justice . . .

. . . confirms injunction restraining picketing on ground of interference with contractual rights

On May 12, 1958, Chief Justice McRuer of the Ontario High Court of Justice ruled that an interim injunction restraining build-

ing trades unions from picketing certain buildings under construction in Toronto should continue.

The plaintiffs, Wilson Court Apts. Ltd. and Diamond and Mogil, Builders, were building apartment buildings on adjoining lands. Diamond had a collective agreement with the Building and Construction Trades Council but the building of housing projects was excluded from its application. Wilson had no collective agreement. Both plaintiffs sub-contracted with Tobarrio Contractors Ltd., which employed non-union labour.

The Council objected to Diamond against the contract with Tobarrio, and one of the executives of the Council threatened that if Diamond would not compel Tobarrio to comply with union demands the buildings would be picketed with the effect that supplies of material would be cut off and the construction stopped until the Tobarrio contract was broken, or Tobarrio toed the line. When Tobarrio refused to comply with Council's demands, the picketing started and work was stopped.

An interim injunction was granted restraining the picketing and the plaintiff companies applied for the interim injunction to continue until trial.

Chief Justice McRuer in his ruling on the application noted that counsel for the Council contended that the arbitration provisions of section 32 of the Ontario Labour Relations Act were to be read into the contract. The Council, however, made no attempt to take the dispute to arbitration and would agree to take it to arbitration only on condition that work was stopped in the meantime. This, in the opinion of the Court, supported the contention that the picketing was intended to interfere with the plaintiffs' contractual rights. Section 32 was intended to prevent a work stoppage pending arbitration. It would strain section 32 to hold that a party who contended that the collective agreement applied to the work in question had a right to have the work stopped pending arbitration.

Also the Court was of the opinion that this section of the Labour Relations Act was never intended to tie the hands of the Court so that it could not inquire as to whether this was a building project. The collective agreement ought to be construed in its ordinary meaning. In the opinion of the Court the project under construction was to supply housing, but that, of course, was the question the trial judge would have to decide.

Chief Justice McRuer also noted that there was a much broader and more important question to be considered in this case, namely, the line between lawful strikes and picketing and conspiracy to injure in order to obtain benefits for a particular person or class.

The Court made an order continuing the interim injunction until trial.

Wilson Court Apts. Ltd. v. Genovese, (1958) O.W.N. No. 25, p. 302.

Quebec Court of Queen's Bench . . .

. . . rules union liable for damages when picketing organized by union carried out in illegal manner

On July 17, 1957, the Quebec Court of Queen's Bench (in appeal) by a majority decision modified a judgment of the Superior Court by reducing the amount of damages granted by the trial judge against a union. The Court confirmed the decision of the Superior Court that the picketing of the employer's plant, as organized and directed by the union's representatives, was carried out in an illegal manner and the employer suffered damages by reason of the fact that picketing employees legally on strike prevented a substantial number of non-striking employees from working.

The dissenting judge would accept the union's appeal in full on the ground that the stoppage of work was not due to the fact of picketing as such but to the gathering of workers due to the strike, which fact excluded the bond of causality between the union's activity and the damages suffered by the employer.

The circumstances of the dispute, as related in the reasons for judgment, were:

The Canadian Vickers Company Limited has shipyards in Montreal and works connected with ship-building and employs several thousand workers. The *Union Nationale des Employées de Vickers*, affiliated with the Canadian and Catholic Confederation of Labour, was a bargaining agent for a certain category of workers employed by the company, those employed in the marine department.

As a result of differences when negotiating a collective agreement, the members of the defendant union voted on August 1, 1952 in favour of a strike. When the conciliator failed to achieve agreement, the officers of the union ordered the strike, which started on August 19, 1952. At the same time the union decided to establish a picket line.

The company argued that illegal picketing organized by the union prevented the

workmen who were not on strike from working and the company brought an action against the union claiming \$10,000 damages.

The findings of the trial judge were as follows: The employees of the company as represented by the union were legally on strike, but there was a substantial number of other employees who were not legally on strike; the union organized the picketing of the company's plant which prevented the majority of those of the company's employees who were not legally on strike from working on August 19, 1952; the picketing as organized by the representatives of the defendant union was carried out in an illegal manner; the company had suffered damages to the extent of \$2,000 as the result of the said illegal picketing, being the loss sustained by the payment of salary to employees who were prevented from working on that day.

The judgment was rendered on April 29, 1955 by Mr. Justice Brossard of the Superior Court and was appealed by the union.

The Court of Queen's Bench (in appeal) found, with one judge dissenting, that the evidence supported the findings of the trial judge that the employees of the plaintiff company were prevented from working on the day in question by the illegal activities of persons who were picketing the plant and that the picketing was organized and directed by representatives of the defendant union. However, the Court found that there was no proof connecting the union with many of the illegal acts of which the company complained. Also it would appear from the evidence that many of the employees of the company who were not legally on strike refrained from working rather because of the fact of the strike than because of illegal acts ordered or condoned by the union. Further, the Court found that the evidence did not establish that the damages suffered by the company as the direct result of the illegal acts for which the union was responsible amounted to \$2,000, but such damages amounted to not less than \$500.

The Court maintained the appeal in part and set aside the judgment condemning the union to pay the sum of \$2,000, and ordered the union to pay the company the sum of \$500 with interest from April 29, 1955, and costs.

(Mr. Justice Bissonnette, dissenting, would have maintained the appeal in full and would have dismissed the company's action with costs.)

Mr. Justice Montgomery in his reasons for judgment stated that the union and its members were engaged in a legal strike.

They had the right to picket the company's plant for the purpose of obtaining or communicating information regarding the strike within the limits of subsection 2 of section 366 of the Criminal Code.

The issue of the case depended on whether the company had established that the picketing was carried out in an illegal manner, that any such illegalities were ordered or sanctioned by the union, and that the company suffered damages as the result of such illegalities beyond the damages that it might have suffered had the picketing been carried out in a strictly legal manner.

The evidence had shown that the picketing was on the whole peaceful and most of those who made a serious effort to enter the main plant were able to do so, though sometimes with difficulty. The fact remained, however, that the principal entrance to the plant and also the entrance to the plate or boiler shop were blocked by solid masses of workmen. This certainly went beyond what was necessary for obtaining or conveying information, and, in Mr. Justice Montgomery's opinion, numerous illegal acts were committed.

He also found a large measure of justification in the union's contention that, if illegal acts were committed, they were acts of individuals for whom the union was not responsible. The union could not be held responsible for the acts of every individual who was in the vicinity of the plant that day, and many of the illegal acts complained of were committed by persons who were not members of the defendant union. However, it was sufficiently established that the picketing was organized by officers and representatives of the union. While these representatives may have made an effort to avoid violence, they also appear to have made a concerted and deliberate effort to see that no hourly-paid employees, whether legally on strike or not, entered the plant that day.

Mr. Justice Hyde was in agreement with Mr. Justice Montgomery as to the disposition of this appeal. In his opinion, the evidence showed that the picket line went considerably beyond the "watching and besetting" permitted by the Criminal Code, and beyond what is reasonably permissible in matters of this sort. Actually the picket line established by the union actively prevented, not by example but by positive act, non-striking employees from entering the plant and the act of so doing is actionable. Whether that act was deliberate or not on the part of the union was not established, but it was done by persons under its control.

Mr. Justice Bissonnette in his dissenting opinion noted that the union pleaded that it did not commit any illegal act and that there was no causality bond between the picketing which the union had authorized and the damage claimed by the company.

He noted that the trial judge in rejecting the union's contention had stated that the picketing of which the members of the union availed themselves was illegal and outside the boundaries of the picketing implicitly permitted by the Criminal Code, and constituted a wrongful act having for its object and effect the violation of somebody else's right; and further that the trial judge had stated that the evidence proved that the picketing in question was ordered by the officers of the union and organized by some of them.

In rejecting the stand taken by the trial judge, Mr. Justice Bissonnette noted that the defendant is a syndicate affiliated with the Canadian and Catholic Confederation of Labour. The syndicate has a corporate entity, and, independently of the CCCL, it is subject to rights; consequently in evaluating the facts a distinction should be made between the conduct of certain officers of the CCCL and those of the syndicate in question. The syndicate could be held responsible only if it was proved that its officers, acting in their official capacity, wanted and organized illegal picketing or allowed or tolerated the violation of law by the instructions they issued. Mr. Justice Bissonnette thought that the evidence in this respect was lacking.

It could not be denied that there was a vast gathering of people, that it was the syndicate's decision to establish a picket line and that free access to the buildings was obstructed, an action which was accompanied by intimidation or false information. Also it appeared to Mr. Justice Bissonnette that the members of the syndicate committed an illegal act in contravening the freedom to work, thus being subject to the penalties provided by section 366 of the Criminal Code. However, in his opinion this was not the decisive point of this action. It was not a question of deciding whether an unlawful gathering of the people engages the responsibility of the union, but if the picketing, so far as it could be considered illegal, was the direct and immediate cause of the cessation of work.

It appeared to him that the picketing was only a distant and indirect cause of the stoppage of work and that the real cause was the fact of the strike itself. In theory, every worker, not being informed about the strike which was declared during the night, does not contravene section 366 of

the Criminal Code when he goes to his employer and finds that the work was suspended by his syndicate. This is the exception provided by the spirit if not by the letter of section 366 of the Criminal Code. In order to put the fault and responsibility on the syndicate, the evidence should prove that this was all intended and arranged by the officers of the union in question, or that those officers were on the spot and could, by taking effective measures, allow the work of the day shift to proceed.

According to Mr. Justice Bissonnette the company did not establish any fault or

any reprehensible act that could be imputed to the union in question. The responsibility of the union could not be maintained unless it was established that the legal act of picketing became illegal by the will of or the tolerance shown by the union and that the officers of the union were instrumental in bringing this change about. Nothing of this kind was proved. This was enough to reject the company's action.

For these reasons he would accept the union's appeal. *Union Nationale des Employés de Vickers v. Canadian Vickers Limited* (1958) B.R. No. 6, p. 470.

Recent Regulations under Provincial Legislation

Trade of heavy duty mechanic declared apprenticeable trade in Alberta;
Saskatchewan issues regulations setting standards for plumbing work

The trade of heavy duty mechanics was declared a trade under the Alberta Apprenticeship Act.

In Saskatchewan, regulations were issued setting standards for plumbing work and equipment and laying down minimum requirements for plumbing permits.

Alberta Apprenticeship Act

The trade of heavy duty mechanics was added to the list of trades designated under the Alberta Apprenticeship Act by Alta. Reg. 133/58, gazetted June 14. This means that no person eligible for apprenticeship may now engage in the trade for more than three months unless he has entered into an apprenticeship contract or has received permission from the Apprenticeship Board.

Alberta Labour Act

The special hours of work and minimum wage order for field employees in the land surveying industry, Order No. 24 (1956) (L. G., 1957, p. 348), was amended by Alta. Reg. 164/58, gazetted on June 14, to make it clear that employees covered by this order are to be paid overtime for all hours worked in excess of 208 hours in a working month and also for time worked on a rest-day.

British Columbia Civil Defence Act

On June 23, a proclamation was issued in British Columbia declaring that an emergency existed in those areas of the province served by Black Ball Ferries Ltd., and a second proclamation brought into operation sections of the Civil Defence Act that give the provincial Government wide powers to deal with an emergency. The proclamations were gazetted on June 26.

British Columbia Railway Act

Two amendments to the regulations under the British Columbia Railway Act governing locomotives made by the Minister of Railways were approved by the Lieutenant Governor in Council on July 23 and gazetted on July 31.

One provides that internal combustion locomotives used in passenger service must have at least two members of the engine crew in the cab, one of whom must be a certified locomotive engineer. For the purpose of this rule, rail cars or "Budd" cars will not be deemed to constitute a locomotive.

A second provision states that internal combustion locomotives operating in mixed service or freight service must have at least one member of either an engine crew or a train crew in the cab in addition to a certified locomotive engineer. However, in switching service within yard limits, terminals and industrial spurs, only a certified locomotive engineer need be in the cab while the locomotive is in operation.

Saskatchewan Public Health Act

Regulations under the Saskatchewan Public Health Act setting out standards for plumbing work and requirements for permits were approved by O.C. 1214/58 on July 15 and gazetted on August 1.

Among the general rules is a provision stating that all plumbing installations, including alterations and additions, are subject to the regulations and to inspection and testing.

(Continued on page 1042)

UNEMPLOYMENT INSURANCE

Annual Report of Unemployment Insurance Advisory Committee

Reduction in the balance at credit of the Unemployment Insurance Fund during twelve-month period preceding March 31, 1958 is shown

A reduction in the balance at the credit of the Unemployment Insurance Fund of \$134,241,341.68 during the twelve-month period preceding March 31, 1958 is shown by the report of the Unemployment Insurance Advisory Committee for the year ending on that date.

The report was tabled in the House of Commons on August 21.

This decrease, which compares with an increase of \$18,970,908.62 in the fiscal year 1956-57, is attributed to a "staggering increase" in benefit payments, due mainly to a large increase in the number of unemployed workers during the period, and to the extension of the period during which seasonal benefits were available.

It was estimated that by the end of May 1958 the total reduction in the Fund would exceed \$200,000,000. The Committee emphasizes the seriousness of this situation, in that it "reduces the reserve below the standard accepted by authorities as safe". It also points out that this depletion of the Fund causes a reduction of \$6,700,000 a year in the interest earned by the securities in which the Fund is invested.

"There is agreement on the need for additional revenue for the Fund," the report states. As a means towards this end the Committee recommends an increase in the Government's contribution to the Fund to make it equal to one half of the combined contributions from employers and employees.

The Committee also refers to an estimate "that an increase of 20 per cent in the contribution rates would probably maintain the Fund at the present level."

Other recommendations made in the report include the following:

Reiteration of a previous recommendation that the loss to the Fund caused by extending benefits to fishermen should be paid from "sources other than regular contributions".

That the Government "take action to replace the drain on the Fund by reason of extension of the seasonal benefit period by a grant."

That "serious consideration be given to the inclusion of all civil servants to provide protection."

"That the (Unemployment Insurance) Commission be given the services of sufficient staff to adequately carry out the work."

REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE

For the Year Ending March 31, 1958

To His Excellency

The Governor General in Council:

Section 89(1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 3 and 4, 1958, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1958. These reports were supplemented by further information and explanations, by a report from the Assistant Superintendent of Insurance, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

The balance at the credit of the Unemployment Insurance Fund at March 31, 1958, was \$744,200,124.87, a decrease of \$134,241,341.68 in the twelve-month period. This compares with an increase of \$18,970,908.62 in the fiscal year 1956-57, an increase of \$13,186,624.99 in the fiscal year 1955-56, and a decrease in the fiscal year 1954-55 of \$41,245,135.50.

The whole fund, except for immediate cash requirements, is invested in obligations of or guaranteed by the Government of Canada. These investments are carried on the balance sheet at cost (less amortization of premium and discount), which is \$19,352,267.76 more than the market value at March 31. The average investment yield is 3.35 per cent compared with a 3.2 per cent for the previous year.

The revenue for the fiscal year 1957-58 totalled \$250,836,812.32, an increase of \$569,333.70 over that of the previous year. This amount was made up as follows:

Employer and Employee Contributions	\$ 188,714,337.93
Department of Veterans Affairs Regular Forces	464,689.28
Government Contribution ...	37,835,805.44
Income from Investments,	
Penalties and Fines	23,821,979.67
	<hr/>
	\$ 250,836,812.32

Benefit payments in the year 1957-58 totalled \$385,078,154 of which an estimated \$327,840,826 was expended in regular benefit and \$57,237,328 in seasonal benefit. This represents an increase from the previous year of \$153,781,584 in total benefit.

The operations for the year resulted in an excess of expenditure over revenue of \$134,241,341.68.

It should be mentioned that there was a revenue from investment of the fund of nearly \$24,000,000. This item will be approximately seven million less next year.

The *staggering increase* in benefit payments is mainly due to the large number of unemployed workers during the period, and to the extension of the period during which seasonal benefits were available.

There have been no criticisms of the plan reported, either officially to the Committee, or to the individual members.

On the contrary, numerous statements have reached the members of the Committee to the effect that the benefit payments of over \$385,000,000 have been of great assistance in overcoming a good portion of the hardships workers suffer from unemployment.

The Committee asserts that these statements are true, not only in the fiscal year under review but in every one of the seventeen years of the life of the act. In the seventeen years, over one and three-quarter billion dollars have been paid in benefit payments.

The Committee asserts, further, that great credit is due to the commission and to the several thousand men and women in the offices across Canada who have carried through a most outstanding performance during the year. They have worked long hours, under extreme tension, and demanding conditions. A gratifying feature is that there have been no complaints or virtually none.

Your Committee respectfully urges that the commission be given the services of sufficient staff to adequately carry out the work. There is the danger that the importance of enforcement of the terms; auditing; research, and inspection may be overlooked, when immediate demands to process benefit claims are heavy. There is also the fear of impairment of important employment placement activity.

The Unemployment Insurance Commission gave the Committee seven statements, giving a wealth of information, and detail, on the year's operation.

The Committee calls attention to the serious drain on the fund created by the heavy load of payments during the year.

Special mention is made of the very heavy expenditures which have been required to meet the seasonal benefit payments.

There was, unquestionably, a need for the special provisions to meet the emergent situation last winter. The Committee is

gratified to find that the benefit payments could be made so satisfactorily through the commission offices.

It is a fact, however, that the burden of this expense, in the opinion of the Committee, should not be imposed on the Unemployment Insurance Fund, unless the loss to the fund is made good.

We trust that the Government will take action to replace the drain on the fund, by reason of extension of the seasonal benefit period by a grant.

In this connection, attention is called to the drain on the fund by the enactment of provisions for payment of benefits to fishermen. In the fiscal year the drain on the fund is reported as four and one-half million dollars. In a full year the drain will be ten million dollars.

Repeating previous recommendation we submit that the loss to the fund by extending benefits to fishermen should be paid from sources other than regular contributions.

The fund has been reduced by \$134,241,000 up to the end of March, 1958. By the end of May, the total reduction will exceed \$200,000,000.

The seriousness of this, of course, is that it reduces the reserve below the standard accepted by authorities as safe. There is also the fact that a reduction of over \$200,000,000 reduces the annual interest paid into the fund by \$6,700,000 each year.

The evidence is that assuming a pattern of employment in the next five years the same as the last five, the Fund will be reduced by an average of \$53,000,000 per year.

You will observe that an increase of 20 per cent in the contribution rates would probably maintain the fund at the present level. The estimate is based on the assumption that a pattern of employment during the next five years, may be expected, similar to that of the last five.

Recommendations—Commission Proposals

The Committee recommend for your favourable consideration the following proposals of the Unemployment Insurance Commission:

- (1) revise existing schedules of contribution and benefit rates by the addition of two new classes at the top of the earnings range; readjust and consolidate some of the lower classes and revise rates of allowable earnings;
- (2) provide for elimination of wage ceiling of \$4,800 in present Act and substitute authority for the commission to fix a higher wage ceiling to suit conditions.

Recommendations to Stabilize Fund

There is agreement on the need for additional revenue for the fund. Under the provisions of the Act it is the Committee's duty to so inform you.

Recognizing that the original unemployment insurance plan has been extended over the years:

- (1) To provide benefits for workers, in the winter months, whose periods of contribution are intermittent and limited;
- (2) To extend coverage to many classes recognized as poor risks; provisions for whom would otherwise have fallen on Government, at some level,—

The Committee respectfully recommends that the division of responsibility for revenue to the fund as between employers, employees and Government be adjusted so

that the contribution from each be made equal; in other words, that the contribution from the Government be made equal to one-half that of the combined contributions from employers and employees.

In amplification of the reasons for the recommendation that the Government contribution be increased, attention is called to the following, as some of the expenditures, with which the fund has been burdened and for which provision for sufficient balancing revenue has not been made,—

1. Benefits for fishermen, which in a full year will create a drain of ten million dollars.
2. Extension of seasonal benefits, which have created expenditures double those contemplated.
3. Inclusion of lumbering and logging industry.
4. More generous regulations permitting seasonal workers to obtain benefits more readily.
5. When coverage has been broadened it has had the effect of bringing in groups which created a drain on the fund, for example fresh-water sailors and stevedores.

Consideration, Coverage Civil Servants

The Committee, on request of Member Norman Hesler, discussed coverage of all civil servants. Mr. Hesler proposed recommending broader coverage to include all

civil servants. The existing situation is that some are included, but most are exempt.

The Committee decided to recommend that serious consideration be given to the inclusion of all civil servants to provide protection. The activities of many Government departments rise and fall, as a result of economic conditions and men and women risk loss of employment and should be protected.

Other Possible Revisions

There were a number of other matters reviewed, amongst which were:

- Revision of benefit formula,
- Payment of benefit for unemployment caused by illness, and
- Payment of benefit for short-time claimants.

The Committee, and the commission require more time for research and study of these matters. The revision of the benefit formula involved the elimination of seasonal benefits, which the Committee believed would develop serious difficulties.

A. MACNAMARA,
Chairman.

July 8, 1958.

MEMBERS OF ADVISORY COMMITTEE

<i>Employers</i>	<i>Employees</i>
James Hunter	George Burt
Norman Hesler	Stanley Knowles
H. Shoobridge	(substituting)
T. C. Urquhart	Jean Marchand
	J. G. McLean

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in June—155,800—
was 6 per cent less than May figure: 165,100. Number of claimants in
“live” file declined by 105,600 to total of 445,500, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in June was 155,800, about 6 per cent less than the May figure of 165,100. During June 1957 initial and renewal claims filed numbered 86,419.

The drop in the number of claims during June was slight compared with the decrease of 24 per cent during May. One of the factors tending to maintain this relatively

high level of claims is administrative, i.e., the category of initial claims includes those cases in which benefit is extended under the seasonal benefit terms, the claimant having exhausted his regular benefit. This factor was probably more important for June than for May.

The decline in claims occurred mainly among the males, who numbered 314,900 on June 30 as against 409,100 on May 31. This represents a reduction rate of close to 25 per cent, whereas for females it was less than 10 per cent.

The number of persons having a claim in the “live” file declined by 105,600 to a total of 445,500 on June 30 from 551,100 on May 31. The June 1957 total of 204,500 claimants did not include seasonal benefit claimants and therefore is not comparable.

*See Tables E-1 to E-4 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Seasonal benefit claimants (included in the above mentioned totals) numbered 132,000 on June 30 as against 183,000 on May 31. Claimants for seasonal benefit thus showed a decline of 22 per cent during June, whereas the number of persons claiming regular benefit was down on June 30 by 15 per cent. It should be pointed out that as June 28 marked the end of the period during which seasonal benefit was payable, the June 30 figure of seasonal claimants represents the number of seasonal claims outstanding on that date.

The proportion of claimants who were postal fell to 34.4 per cent on June 30, compared with 39 per cent on May 31. Seasonal benefit claimants were 45 per cent postal, whereas only 30 per cent of regular claimants were thus classified.

Thirty-five per cent of the claimants registered on June 30 had been on claim at least 20 weeks, a slight increase over May 31, when about 34 per cent were in this category. On the other hand, the proportion of claimants with relatively short duration on claim (4 weeks or less) rose from 22 per cent on May 31 to 27 per cent on June 30.

Some 7,000 initial claims, constituting 7 per cent of the initial claims adjudicated during June, were found unable to fulfil the contribution requirements for either regular or seasonal benefit.

Benefit payments declined substantially during June, when \$37,000,000 was paid out as against \$52,000,000 during May. Payments in June 1957 were in respect of regular benefit only and totalled \$14,000,000. The larger relative decline in payments (28 per cent) during June in comparison with the rate of decline for persons having a claim in the live file (19 per cent) is associated partly with the increase in the relative importance of the claimant group whose duration on claim was 4 weeks or less and partly with the sizeable decline in the number of males, who characteristically draw at higher rates than females.

The average weekly payment was \$20.72 for June, \$21.10 for May, and \$20.24 for June 1957.

Insurance Registration

Reports received from local offices of the Unemployment Insurance Commission for June show that insurance books or contribution cards have been issued to 3,876,389 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At June 30, employers registered numbered 305,148, an increase of 3,662 since May 31.

Enforcement Statistics

During June 1958, 5,945 investigations were conducted by enforcement officers across Canada. Of these, 4,019 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 128 were miscellaneous investigations. The remaining 1,798 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 137 cases, 40 against employers and 97 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,241.*

Unemployment Insurance Fund

Revenue received in June totalled \$19,427,334.68 compared with \$20,579,908.18 in May and \$20,240,554.22 in June 1957. Benefits paid in June totalled \$36,962,856.91 compared with \$51,626,650.72 in May and \$14,330,727.76 in June 1957. The balance in the fund on June 30 was \$644,520,634.54; on May 31 it was \$662,056,156.77 and on June 30, 1957, \$852,729,261.78.

*These do not necessarily relate to the investigations conducted during this period.

Employment Averaged 65 Million in U.S. in 1957

Employment in the United States averaged 65,000,000 during 1957, up 300,000 from the previous year, the Census Bureau's annual report on the labour force shows. Unemployment averaged 2,900,000, or 4.3 per cent of the civilian labour force.

The average number of long-term jobless, those seeking work for 15 weeks or more, was 560,000, the same as in 1956.

The 1957 average of hours worked in non-farm industries was 40.5, compared with 40.9 in 1956.

Hours worked began decreasing in 1957, long before unemployment rose, mainly because of a cutback in overtime.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB-1532 (Excerpts)

Summary of the Main Facts: The claimants represented in these cases were employed by building contractors and sub-contractors on construction projects at the premises of pulp and paper companies at Port Alberni, Elk Falls, Port Alice and Powell River, B.C., and in general their employment ceased on December 3, 1957, in the following circumstances:

On July 4, 1955, a standard labour contract was entered into between the Pulp and Paper Relations Bureau, Vancouver, (comprised of six companies, four of which were located at the aforementioned places) and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the United Paper Makers and Paper Workers. The agreement was to remain in effect until June 30, 1957, and thereafter from year to year subject to certain conditions of the agreement.

In May 1957, negotiations began between the unions and the employers' association for an increase in the basic wage rate. As no settlement was reached, the matter in dispute was referred to a provincial conciliation officer and then to a provincial conciliation board. The board's recommendation was accepted by the employers' association but rejected by the unions. After taking a supervised strike vote which favoured strike action, the unions called a strike on November 14, 1957, at the premises of the six companies comprising the employers' association and set up picket lines at all the plants of the companies both on Vancouver Island and the British Columbia mainland. A complete stoppage ensued of the normal operations of the said companies.

According to the submissions, a qualified agreement was reached on November 10, 1957, between the building trades' council and the striking unions, whereby tradesmen on the construction projects were to be in no way hindered from crossing the picket lines and continuing with the construction work then in progress. The striking unions, however, reserved the right to apply "more stringent" measures later if they saw fit but agreed to notify the building trades' unions in advance of taking such measures. This appears more fully in the record by a letter dated November 10, 1955, signed by an international representative of the

striking unions and addressed to officers of the Vancouver, New Westminster and District Building Trades Council and the Victoria and District Building Trades Council. According to one union representative, he learned beforehand by way of "the grapevine" that the striking unions intended to strengthen the picket lines about December 3; the members of his union were advised not to cross the augmented line if there was fear of violence. Another union representative claimed that his union was taken by surprise when the picket lines were greatly strengthened on December 3 and thereupon counselled its members to make up their own mind whether they wished to cross the lines or not.

From December 3, the construction workers employed on the construction projects on these premises no longer crossed the picket lines of the striking unions. A complete stoppage of all normal construction work in progress at the said premises ensued.

At Port Alberni, at the 34-foot gate through which about 100 construction workers had to enter the premises, there were, on December 3, approximately 80 pickets compared with six or seven before and after that date. There was no incident on the picket line; certain construction workers were able to work intermittently unloading and winterizing equipment on the premises of the employer without interference by the strikers. Police protection was also available. The employer stated that there was work for the construction workers.

At Elk Falls, the construction workers, approximately 50 per cent of whom were living in camps behind the picket line, crossed the strengthened picket line (number of pickets, which varied from three to five, was increased substantially, one report being that there were 30 whereas another report indicated 64) at 8.00 a.m. on December 3, but were told "we are giving you until ten o'clock to get your tools out". At approximately 8.15 a.m., a foreman ordered the construction workers to return the company's larger tools to the tool crib for safe-keeping (as the company had lost about \$100,000 worth of tools on a past similar occasion) and they received no orders for further work then. At 9.15 a.m., one of the chief officials of the company

called a meeting of the shop stewards of the construction workers' unions at which he was unable to get any satisfactory answer when asked what authority they had to cease work. One of the stewards stated he had been told by his union in Victoria that they were to continue to work unless they were threatened with violence and a claimant stated the union had informed its members that they would receive unemployment insurance benefit if they did not cross the picket line. The company's officer then requested the shop stewards to call a general meeting and inform the men that the work would be resumed at 12:30 p.m. and lunch served as usual.

Following the shop stewards' meeting, they reported that they had decided to cease work. It took the carpenters and the labourers about four days to remove all tools and equipment and they crossed the numerically reduced picket line unmolested as the pickets had agreed to permit the company to remove the tools and equipment from the job's site. The project was nearing completion and all construction workers would have been laid off in any event within a period of three weeks.

The aforementioned officer of the company declared that they were at all times ready as a company to protect their men and at no time had the company been asked by any employee or by any union to provide protection to the men.

At Port Alice, a company town, there were on December 3 approximately 86 pickets compared with from three to five before and after that date. Most of the 100 construction workers left for their homes elsewhere as they were "unaware" the picket line would be decreased on the next and subsequent days. On December 6, the company's manager was jostled on the picket line and the employer secured an injunction prohibiting the strikers from preventing the construction workers from crossing the picket line. Some of the workers reported that they had on that date made an attempt to report for work but were again stopped at the gate, not by force, but were told that while the pickets could no longer legally restrain them from entering the mill, they must obtain a pass each time they entered and that they (the pickets) were still opposed to the construction work being performed. However, the employer later came to an arrangement with the strikers' unions, following which the injunction was dissolved, the suit for damage was withdrawn and the construction workers returned to their work unmolested on January 7 and thereafter.

At Powell River, there were only six construction workers still employed at the premises on December 3, the day on which the picket line was increased from an undetermined number to approximately 200, as the mill was completely closed down, except for the steam plant, and the men had been gradually laid off at the end of each week. The only claimant to file an application for benefit reported that he was going to be laid off the week before December 3, but was kept on for an additional week. He did not cross the picket line because of his fear of violence and left Powell River on December 7.

There is evidence that on December 3, although there was not a single case of violence being applied to construction workers, there were isolated instances where the pickets at the struck plants uttered some harsh and threatening words to them.

The claimants filed applications for benefit and were disqualified by the insurance officer under section 63 of the Act because, in his opinion, they had become participants in the labour dispute by not having crossed the picket lines of the striking unions.

The claimants appealed to the board of referees. The representatives of the interested unions attended the hearing and based their case chiefly on the contention that, in view of the principle they believed established by the Umpire in decision CUB-1386, the claimants could not be said to have become participants in the dispute. In their opinion, any attempt by the construction workers to force their way through the picket lines would have created a violent reaction. The board of referees agreed with this contention in some of the cases, but not in others, and as a consequence some appeals were made to the Umpire by the insurance officer and some by the interested unions.

Considerations and Conclusions: The task of deciding which of the sections of the Unemployment Insurance Act under the title of disqualifications should be made to apply in the present instance has not been a simple matter. As Counsel for the Commission observed, there is no precedent wherein a claimant in order to justify receipt of unemployment insurance benefit relied solely and entirely on the existence of an illegal picket line under circumstances comparable to the unusual ones that exist in the present appeal. After careful consideration of the applicability of sections 59, 60 (1) and 63, I have with some hesitancy come to the conclusion that the insurance officer in this particular case has not discharged, as required by section 63,

the onus of proving that a labour dispute existed at the premises at which the construction workers were employed. At the same time I have reached the conclusion that the present cases should be dealt with under section 60.

Nobody will deny that there existed a labour dispute between the pulp and paper concerns and their employees at the premises where the latter were employed. On the other hand, the construction workers had no dispute with their own respective employers, much less with the employers of the pulp and paper workers to whom they were strangers. In his attempt to establish that there was a labour dispute at the premises at which the construction workers were employed, the insurance officer developed an argument, with which I am unable to agree, to the effect that the claimants' failure to cross the picket lines under the circumstances had extended the pulp and paper labour dispute to the construction workers' own separate places of employment.

It is worth noting that subsection (3) of section 63 should, I think, be read to mean that in cases where in the same enterprise several branches of work exist, then a labour dispute which arises in one branch is not presumed to exist or extend to any other branch.

This meaning must apply with greater force in cases like the present ones, wherein distinct employers are each carrying on in admittedly separate premises autonomous undertakings which are unrelated to each other. In order for the argument of extension to apply in the present cases, stronger evidence is required than is disclosed in the record.

Neither do the decisions cited by the insurance officer lend weight to his contention, since facts and factors existed in those cases which are lacking in the present ones. CUB-1035 deals primarily with a collective refusal to handle "hot" material or, in other words, with a sympathetic strike. In CUB-1142, the two groups of workers involved were employees of the same employer and the workers of both groups were directly interested in the labour dispute. CUB-1201 also deals with two groups of employees of the same employer, but the group which at the start of the stoppage was in no way involved in the other group's dispute joined the workers of this group on the picket line later on during the stoppage.

Counsel for the Commission stated that he wished to withdraw a contention set out in the insurance officer's appeal that a labour dispute existed between the pulp

and paper workers and the construction workers. I think he was wise in not pressing such contention, because it was based on a British precedent which I find is of very little value in deciding this question inasmuch as such precedent deals with the right to benefit of a claimant who, apart from being an employee of the struck employer, was also directly interested in the labour dispute between his own employer and his fellow employees and belonged to the same grade or class as the latter.

In connection with the applicability of section 60, it appears that, on December 3, 1957, the construction workers were faced with the responsibility of having to make a decision as to whether continuing to work was worth the risk of attempting to cross unusually large picket lines at the expense of likely impairment to inter-fraternal union solidarity.

Their leadership having left them to exercise their own choice as to respecting or crossing the picket lines, the non-striking workers decided to quit their jobs and, with few exceptions, did not return on the next or subsequent days. This withdrawal constituted a voluntary separation from employment as contemplated in section 60 of the Act and the question is now whether the construction workers have shown "just cause" for voluntarily leaving their employment.

There are no hard and fast rules which can be laid down in determining when there exists justification for a genuine fear of violence. Such determination depends in part on the temperament of those concerned and on a multitude of circumstances, the importance of which must be weighed in the light of the characteristics of each case.

Taking into account the threatening attitude of the letter dated November 10, 1957, the more or less sudden increase in the number of pickets and a seemingly unnecessary display of picket strength on the morning of December 3, the fact that the construction workers were left to exercise individual discretion as to crossing the picket line and, lastly, the scattered instances of threatening words, I consider that the claimants had reasonable cause for fear and were justified in pausing and taking precautions before venturing across the picket line. I also consider that they were entitled to a day's delay to consider the situation and the most appropriate means which they could take to resume their employment. *Inter alia*, I think they should have returned to work the next day, particularly as the evidence shows that normal picket lines had been restored on

and subsequent to December 4. Their decision to quit their work, therefore, was reached with undue haste and, in the absence of any definite prospect of other work elsewhere (CUBs 259, 422, 429, 498, 698, 816, 847, 885, 946, 1001, 1030, 1086, 1100 and 1255) amounted to voluntarily leaving without just cause (CUBs 201, 422, 429, 698, 727, 755 and 964).

Moreover, even in assuming that the picket line had not been reduced on December 4 and thereafter and that it would continue to be such as to create a genuine fear of violence, it is a fact that the claimants did nothing effective to remedy the situation before deciding to leave their employment, thereby failing to comply with one of the best established principles of jurisprudence to the effect that, in order to show just cause, a claimant before voluntarily leaving his employment should exhaust every reasonable means of remedying any objectionable conditions pertaining to his work (CUBs 74, 124, 146, 201, 231, 263, 436, 649, 785, 816, 964, 1029, 1086, 1090, 1100 1150 1188 and 1490).

Though no worker can be compelled to cross a picket line, peaceful or otherwise, against his wishes, on the other hand it is erroneous to think, as was done in this case, that a worker who wishes to qualify for benefit, can, on being confronted with an illegal picket line, simply return home and figuratively fold his arms and refrain from taking any remedial action. Under section 60, according to the established jurisprudence, he must discharge the burden of proving that he has, without undue delay, taken available and reasonable means of removing the cause which prevents him from continuing to work. Moreover, illegal picketing must be considered day by day, it may be illegal on one day and peaceful the next. To be entitled to unemployment insurance benefit, a claimant must, where necessary, take remedial action as often as the circumstances require. He should at least, for example, as stated in many of the decisions mentioned at the end of the preceding paragraph, have recourse to his union to urge effective remedial measures and if necessary to his employer and, as stated in CUB-1109 and CUB-457, ultimate recourse, as has sometimes been had, to police protection and legal proceedings.

It could hardly be expected, however, that an individual worker would consider injunction proceedings without first seeking the aid of his employer. There is evidence to show that such assistance, if requested, would have been forthcoming. For instance, at Elk Falls a company official stated "We are at all times ready as a company to

protect our men and at no time was the company ever asked by any employee or by any union to provide protection to the men".

Again at Port Alice, the efficacy of injunction proceedings was shown. An official of the company was interfered with on the picket line enabling an injunction order to be secured by the company early in December, which had the effect of removing any fear of violence on the picket line; nevertheless, when he requested claimants to cross the picket line, and resume work, they refrained from doing so until January 7, 1958. In the meantime, the company and the striking union came to an arrangement whereby the picket line was completely dispensed with, the suit for damages withdrawn and the injunction order, no longer being necessary, was dissolved.

It was advanced as an excuse on their behalf that any of the claimants who would have crossed the picket line under the circumstances ran the danger of being looked upon with contempt, called a "scab" and treated as such, but I consider that this type of threat is too remote and inadequate to support an allegation of fear of violence.

For all the above reasons, I find that the construction workers have failed to show just cause for voluntarily leaving their employment under the circumstances and are, therefore, subject to disqualification by virtue of section 60 (1) of the Act. Such disqualification will be, however, limited to a period equivalent to that during which the work reckoned according to trades would have probably endured but for the general cessation of employment and shall in no case exceed six weeks.

I have always considered that the same principles as apply in cases taken under section 60 regarding the means which claimants should take to facilitate their return to their work are equally applicable to cases which properly fall under section 63 and that those who seek to apply them cannot be reproached with having initiated a new dispute. Taking reasonable means to exercise a legal right to work without obstruction from illegal picketing does not in my opinion constitute a labour dispute as defined in section 2 (j).

From their pleadings it can be seen that the unions' representatives, in resting their case on CUB-1386, relied on a decision which was based not only on facts which are far removed from those of the present case, but which also could not afford the present claimants any relief from disqualification under section 63.

In the first place, in CUB-1386, unlike in the present cases, the employees were working for the same employer at the same premises. Furthermore, the striking union and the non-striking union whose members were excluded from the common plant by the strikers' picket line had been for a long time jurisdictional rivals in seeking to be the bargaining agent for the same plant. Their quarrel over plant jurisdiction had previously occasioned a violent behaviour on the picket line, two incidents of serious violence had already occurred and there was abundant proof of specific threats of violence made by specifically named persons to equally specific members of the non-striking union.

Finally, the non-striking union took effective measures to resume their employment. At the time the strike began, the non-striking union was a relatively small

unaffiliated union. Its executive promptly proceeded to arrange for affiliation with a large respected international federation embracing their trades, which federation then made fully available all its facilities and assistance to make impressive representations to the local municipal council and to the struck employer as a result of which injunctions were secured which brought the illegal picketing to an end. This permitted the members of the non-striking union to return to work. The remedial action taken was the best proof of non-participation and of the genuine desire of the non-striking workers to resume work. Indeed at that hearing I went so far as to commend the representatives of the claimants for "the unquestionable determination and ingenuity" they had shown in bringing to an end the violent picketing of the radical union.

Shortage of Teachers Is World-Wide

A report indicating the existence of a world-wide shortage of school teachers and giving reasons for the shortage was presented to delegates attending the World Confederation of Organizations of the Teaching Profession at Rome last month.

Main reasons for the shortage are poor salaries and lack of prestige for persons engaged in the teaching profession, the report said.

The report indicated that educators in the mathematical and scientific fields are in greatest demand, while the supply in the classics, music and history seems to be nearly satisfactory.

It was estimated that 50 per cent more teachers are necessary if class sizes in most schools are reduced sufficiently to provide each child attending with an adequate education.

Among other items that were listed as hampering the teaching profession were: poor buildings, a lack of good texts and materials, too much take-home work, too many extra-curricular activities, long hours, and incompetent superiors.

Recent Regulations *(Continued from page 1053)*

Another provides that a plumbing inspector must be appointed by the council of every urban municipality with a public sewerage system in use or under construction. In a health region established under any Health Services Act, the municipal council may arrange with the medical health officer for inspection services.

Except for minor repairs, no person may construct, reconstruct, replace or extend a plumbing system without a permit from the appropriate municipal authority or, if there is no such authority, the Minister of Health.

Every application for a permit must be accompanied by a specification or abstract of the proposed work, further particulars being required if the installation consists of five fixtures or more.

In cities, a plumbing permit will be issued only to a person holding a certificate of qualification as a journeyman plumber issued by the Department of Labour or a firm employing at least one qualified journeyman.

In other urban communities with a sewerage system in operation or under construction, the minimum qualification for a permit is a second-class plumber's status certificate.

In rural areas, a plumbing permit may be issued to a person whose qualifications are acceptable to the medical health officer or the Minister.

In areas where a public sewerage system is not in operation, a householder may be issued a special permit to do plumbing on his own premises.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 296 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 221 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	\$ 16,774.50
Defence Production	70	443,093.00
Post Office	15	259,046.69
R.C.M.P.	7	9,174.93

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$2,676.63 was collected from 4 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 97 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Greenwood N S: Swinamer's Building Services, construction of stage 1 school & services, DND 8/58; *Eastern Woodworkers*, construction of housing units & ground services, DND 7/58. *Dryden Ont:* Oswald Decorating Co, *exterior painting of housing units. *Fort Frances Ont:* Oswald Decorating Co, *exterior painting of housing units. *Petawawa Ont:* M Sullivan & Son Ltd, construction of stage IV school extension, DND 12/57. *Prescott Ont:* Florida Landscaping Co, site improvement & planting for housing units, FP 3/56. *Winnipeg Man:* Oswald Decorating Co, exterior painting of housing units. *Selkirk Man:* Oswald Decorating Co, exterior painting of housing units. *Weyburn Sask:* May & Son Nurseries Ltd, site improvement & planting, FP 1/56. *Cold Lake Alta:* May & Son Nurseries Ltd, site improvement & planting, DND 6/55. *Vancouver B C:* R H Neven Co Ltd, *painting of office bldg. *Vernon B C:* Mackie & Hooper Construction Co, *repairs to houses.

Department of Citizenship and Immigration

Abitibi Indian Agency Que: La Societe D'Entreprises Generales Ltee, grading, etc, of roads & parking area, Amos IRS. *Caughnawaga Indian Agency Que:* Jean Bedard Ltd, grading, etc, of roads, Caughnawaga Indian Reserve. *Restigouche Indian Agency Que:* Allmo Paving Ltd, grading, etc, of road, Restigouche Indian Reserve. *Seven Islands Indian Agency Que:* Geo Deschenes, construction of residence, Romaine; Geo Deschenes, alterations & additions to school, Romaine. *Kenora Indian Agency Ont:* Towland Construction Ltd, paving of roads, Kenora IRS. *Nelson River Indian Agency Man:* Keewatin Electric Ltd, supply & installation of electric generating equipment, Ilford. *Duck Lake Indian Agency Sask:* Waterman-Waterbury (Sask) Ltd, mechanical renovations at Duck Lake IRS. *Meadow Lake Indian Agency Sask:* Lucyk & Co, construction of staff residence & chapel, Beauval IRS. *Qu'Appelle Indian Agency Sask:* E S Michel's Lumber Co, renovations at Piapot Indian day school, File Hills; Botting & Dent Ltd, construction of water supply system from well to main school bldg, Qu'Appelle IRS, File Hills; Service Lumber Yard, construction of residence, Qu'Appelle IRS, File Hills. *Lesser Slave Lake Indian Agency Alta:* Norman Hoff Construction Ltd, construction of manual training bldg, Joussard IRS.

Defence Construction (1951) Limited

Goose Bay Labrador: Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, repairs to station roads. *Summerside P E I:* Morrison & McRae Ltd, construction of overshoots for runways, RCAF Station; Canadian Comstock Co Ltd, construction of underground electrical distribution system, RCAF Station; Camac Construction Co, site grading, etc, & construction of storm drainage ditches, RCAF Station. *Dartmouth N S:*

Central Construction Co, construction of gate, guard houses & outside services. *Deep Brook N S*: Steel Structure & Services Ltd, supply & erection of structural steel for central heating plant, *HMCS Cornwallis*; R A Douglas Ltd, supply & installation of pressure reducing valves on water lines for various bldgs, *HMCS Cornwallis*. *Halifax N S*: Standard Paving Maritime Ltd, construction of storm drainage, roads, walks, etc, Windsor Park; Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of electrical distribution system, Windsor Park. *Chatham N B*: Cameron Contracting Ltd, construction of control tower & outside services. *Valcartier Que*: J E Verreault & Fils Ltd, construction of addition to Bldg No 25, CARIDE. *Barricfield Ont*: Cambrian Construction Ltd, construction of physical training bldg & outside services. *Kingston Ont*: James Kemp Construction Ltd, construction of library & educational bldg. *London Ont*: York Steel Construction Ltd, supply & erection of structural steel & steel joists for warehouse No 4, No 27 COD. *Petawawa Ont*: Bedard-Girard Ltd, extension of electrical distribution system, BB Area; Canadian Comstock Co Ltd, extension of underground steam distribution system, BB Area. *Rockcliffe Ont*: E P Electric Products Co Ltd, construction of electrical substation with extension & alterations to overhead distribution system; Niagara Structural Steel Ltd, supply & erection of structural steel & steel joists for addition to AMC headquarters bldg. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, construction of Defence Research chemical laboratory, Shirley's Bay. *Uplands Ont*: Shore & Horwitz Construction Co Ltd, construction of barrack block & outside services. *Churchill Man*: Carter Construction Co Ltd, supply & installation of fire protection system & hose reel storage bldg, POL marine terminal; Carter Construction Co Ltd, construction of concrete test pad. *Winnipeg Man*: Bird Construction Co Ltd, supply & installation of steel sash in windows of hangars, RCAF Station. *Saskatoon Sask*: Bird Construction Co Ltd, construction of armoury & outside services. *Cold Lake Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of gravel cut-off road. *Esquimalt B C*: Commonwealth Construction Co Ltd, excavation, grading, etc, & paving of parade square, *HMCS Naden*. *Near Fort St John B C*: Vancouver Pile Driving & Contracting Co Ltd, construction of substructure & approaches for Peace River Bridge, mile 35.3, Alaska Highway.

Building and Maintenance

Torbay Nfld: Delphis Cote Ltd, replacement of roof, etc, on hangar No 2, RCAF Station. *Bagotville Que*: Beaver Asphalt Paving Co Ltd, resurfacing of roads, walks, etc, PMQ area, RCAF Station. *Barricfield Ont*: D M Hawkins & Co, exterior painting of PMQs, Fort Henry Heights. *Camp Borden Ont*: Cardinal Painting & Decorating Co Ltd, interior & exterior painting of PMQs. *Centralia Ont*: C A McDowell & Co, exterior painting of PMQs, RCAF Station. *Trenton Ont*: Semple-Gooder & Co Ltd, replacement of roof, etc, hangar No 7, RCAF Station. *Camp Shilo Man*: McNeilly Bavington Ltd, exterior painting of PMQs. *MacDonald Man*: Cardinal Painting & Decorating Co Ltd, exterior painting of PMQs. *Namao Alta*: McNeilly Bavington Ltd, exterior painting of PMQs, RCAF Station; New West Construction Co Ltd, construction of extension to fire hall, RCAF Station. *Sea Island B C*: McCready-Campbell Ltd, application of shingles on bldgs.

Department of Defence Production

St John's Nfld: Annie Manderson, catering at Buckmaster's Field. *Aldershot N S*: Halifax Painting & Decorating Ltd, exterior painting of various bldgs, Military Camp; Maritime Asphalt Products Ltd, resurfacing of drill hall floor, bldg No 81. *Nova Scotia Area*: Maritime Telegraph & Telephone Co Ltd, *maintenance of telephone lines & associated equipment for period ending March 31, 1958, DND (Navy). *Bagotville Que*: Paul Bouchard, exterior painting of PMQs, RCAF Station; Les Specialites de Ciment & Tuile Ltee, replacement of tiles in washrooms, barrack blocks Nos 58 & 59, RCAF Station; Les Specialites de Ciment & Tuile Ltee, replacement of tiles in washrooms, barrack blocks Nos 56 & 57, RCAF Station. *Barricfield Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of bldgs, RCS of Signals, Vimy Camp; McGinnis & O'Connor Ltd, resurfacing of roads, RCS of Signals, Vimy Camp. *Camp Borden Ont*: B Phillips Co Ltd, repairs to water towers, etc. *Gloucester Ont*: Robert Strang, repainting interior of Accommodation Bldg, *HMCS Gloucester*. *Hagersville Ont*: Hagersville Asphalt Paving Ltd, repairs to road surfaces, No 1 Vehicle Sub Depot, No 27 COD. *London Ont*: Towland Construction Ltd, removal of snow & sanding of roads, etc, Wolseley Barracks & No 27 COD. *Pictou Ont*: H J McFarland Construction Co Ltd, repairs to roads & hardstands, Pictou Heights. *Whetlands Man*: International Water Supply Ltd, *rehabilitation of No 1 Layne Water Well, Assiniboine Valley. *Winnipeg Man*: Fonseca Roofing & Sheet

Metal Co, repairs to roof, Bldg No 15, Fort Osborne Barracks; Furnasman Ltd, servicing of & repairs to oil fired furnaces, DND areas. *Moose Jaw Sask*: K R Tracey Construction & Transport Co Ltd, replacement of concrete along hangar line, RCAF Station. *Calgary Alta*: Prudham Building Specialties (Alberta) Ltd, redecoration of basement & first floor of Administration Bldg No D-2, Currie Barracks; Rogers Sheet Metal & Roofing Ltd, replacement of built-up roof, Bldg J-1, Currie Barracks. *Camp Wainwright Alta*: Mix Bros Construction Co Ltd, crushing & stockpiling of gravel, DND gravel pit. *Cardiff & Riverbend Alta*: A E Moseley, repainting of antennae masts, etc, Receiver & Transmitter sites. *Cold Lake Alta*: Monchak Concrete & Maintenance Ltd, *installation of concrete floors in PMQ garages, RCAF Station. *Namoo Alta*: A Clark Roofing & Sheetmetal Co Ltd, application of bonded roofing on PMQ garages, RCAF Station; Northern Asbestos & Building Supplies Ltd, *installation of garage doors, RCAF Station, Lancaster Park. *Comox B C*: Wm N O'Neil Co (Victoria) Ltd, installation of ceramic tile, Barrack Block No 80, RCAF Station. *Holberg B C*: Tom Gibson, replacement of approach to bridge, Goodspeed River, RCAF Station. *Vancouver B C*: Insul-Mastic Bldg Products, repairs to exterior surface of Bldg No 13, North Jericho; Skyline Roofing, application of built-up roof on Bldg No 104, DND area. *Vernon B C*: Floor Lay Services Ltd, repairs to floors in bldgs, Military Camp. *Victoria B C*: Dominion Paint Co, exterior painting of bldgs, Work Point Barracks.

National Harbours Board

Montreal Que: E G M Cape & Co (1956) Ltd, construction of marine towers, etc, Tarte Pier; Foundation Co of Quebec Ltd, construction of piers & abutments, Section 3, Nuns' Island Bridge.

Department of Public Works

Charlottetown P E I: Warren (Maritimes) Ltd, repairs, etc, Railway Wharf. *Rustico Harbour to New London P E I*: Morrison & McRae Ltd, grading, culverts, stabilized base course & paving at Camp Grounds, Gulf Shore Road. *Summerside P E I*: County Construction Co Ltd, shed extension. *Ecum Secum West N S*: F W Digdon & Sons Ltd, breakwater reconstruction. *Gabarus N S*: Archie W Bagnall, repairs to groyne. *Sambro N S*: L G & M H Smith Ltd, wharf repairs. *Yarmouth Bar N S*: Kenney Construction Co Ltd, breakwater reconstruction. *Buctouche N B*: La Construction Acadienne Ltee, construction of RCMP detachment quarters. *Fredericton N B*: Weyburn Construction Co Ltd, construction of RCMP garage bldg. *Macc's Bay N B*: Diamond Construction (1955) Ltd, breakwater extension. *Malloch's Beach N B*: J W McMulkin & Son Ltd, breakwater extension. *Saint John (Negro Point) N B*: Foundation Maritime Ltd, breakwater repairs. *Seal Cove N B*: Clare Construction Co Ltd, breakwater extension. *Dune du Sud Que*: Gulf Construction, breakwater enlargement. *Indian Cove Que*: James LeBlanc, wharf extension. *Mutton Bay Que*: Gulf Maritime Construction Ltd, construction of wharf. *Plessisville Que*: J O Lambert Inc, construction of federal bldg. *Riviere du Loup Que*: Frontenac Paving Co Ltd, wharf improvements. *St Joseph de St Hyacinthe Que*: A D Construction Enrg, construction of retaining wall. *Sept Iles Que*: Les Carriere Sept Iles Inc, construction of retaining wall. *Amherstburg Ont*: McQueen Marine Ltd, construction of wharf wing wall. *Amprior Ont*: C A Leonard Electrical Co Ltd, repairs to electrical work, etc, Bldg No 28, Civil Defence College. *Gananoque Ont*: Robert D Mackey Construction Co Ltd, wharf reconstruction. *Leamington Ont*: Granite Construction Ltd, construction of post office bldg. *London Ont*: McKay-Cocker Construction Ltd, alterations to Fisheries Research Bldg, 539 Richmond St. *Ottawa Ont*: Edge Ltd, supply & installation of headers on boilers, Connaught Bldg; Edge Ltd, supply & installation of condensate pumps, etc, fuel testing plant, Bldg H, 562 Booth St; A Lanctot Construction Co Ltd, installation of dilution agitator, etc, "A" Bldg, Cartier Square; Univex Electrical Construction & Engineering Ltd, modifications to electrical distribution system, CEF Observatory & Forage Area; Thomas Fuller Construction Co Ltd, construction of central heating plant, Riverside Drive; A P Green Fire Brick Co Ltd, refractory work on boilers, NRC, Sussex St; Stanley G Brookes, floodlighting, etc, at Centre Block, Parliament Bldgs; Gaston Lavoie & Guy Morin, interior cleaning of fourth, fifth & sixth floors, Empire Bldg; Campbell Steel & Iron Works Ltd, retubing of boilers, Old Printing Bureau; Ron Engineering & Construction Co Ltd, alterations & repairs to Canadian-Woods Bldg. *Owen Sound Ont*: Emerson G. Bauman, construction of RCMP detachment quarters. *Peterborough Ont*: Michael James Finn, construction of RCMP detachment quarters. *Port Credit Ont*: McNamara Construction Co Ltd, harbour improvements. *Stratford Ont*: Ellis-Don Ltd, construction of federal bldg. *Sudbury Ont*: Hill-Clark-Francis Ltd, construction of RCMP detachment quarters. *Toronto Ont*: Robert Wilson,

removal of waste paper from federal bldgs. *Whitby Ont*: Canadian Dredge & Dock Co Ltd, harbour repairs & improvements. *Winnipeg Man*: Malcolm Construction Co Ltd, alterations to existing bldg, Deer Lodge Hospital. *Canora Sask*: Matheson Bros Ltd, additions & alterations to federal bldg. *Railville Sask*: Swertz Bros Construction Ltd, construction of post office bldg. *Regina Sask*: Beattie Ramsay Construction Co Ltd, paving & surface drainage, RCMP barracks. *Banff Alta*: Hubert W Gooder, construction of staff residence. *Drumheller Alta*: Green Construction Co, construction of RCMP detachment quarters. *Aiyansh B C*: Stange Construction Co Ltd, construction of Citlakdamix Indian day school & various bldgs, Skeena River Indian Agency. *Brunette River B C*: Fraser River Pile Driving Co Ltd, float renewal. *Courtenay River B C*: Wakeman & Trimble Contractors Ltd, river bank protection. *Fort Nelson B C*: Bennett & White Construction Co Ltd, construction of RCMP detachment quarters. *Glacier National Park B C*: Rush & Tompkins (Canada) Ltd, grading & culverts, mile 6 to mile 9.7, Trans-Canada Highway; Square M Construction & Coleman Collieries, grading & culverts, mile 0 to mile 6, Trans-Canada Highway; General Construction Co Ltd, grading, culverts & retaining walls, mile 23.3 to 27.3, Trans-Canada Highway. *Haney B C*: Fraser River Pile Driving Co Ltd, float reconstruction. *Keremeos B C*: John Berg, construction of RCMP detachment quarters. *Porpoise Bay B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf repairs. *Vancouver B C*: Helge Harvest Painting Co Ltd, cleaning, etc. of stonework & repainting of Winch Bldg; J Boshard & Son Ltd, cleaning, etc. of stonework & repainting of customs examining warehouse. *Victoria B C*: Victoria Pile Driving Co Ltd, wharf & float repairs. *Johnson St. Aklavik N W T*: Bird Construction Co Ltd, construction of various bldgs. *Fort Smith N W T*: Burns & Dutton Concrete & Construction Co Ltd, installation of heating system & insulation of RCMP hangar.

Contracts Containing the General Fair Wages Clause

Newton Nfld: Avalon Dredging, dredging. *St John's Nfld*: Newfoundland Shipyards Ltd, construction of wooden diesel-powered launch. *Summerside P E I*: Curran & Briggs Ltd, paving at public bldg. *Cheticamp N S*: Louis Chaisson, alterations to federal bldg. *Halifax N S*: Halifax Shipyards Ltd, repairs to tug *Canso*. *MacDonald's Cove N S*: R A Douglas Ltd, dredging. *Sandford N S*: Chas W Thompson, dredging. *Smithville N S*: Mosher & Rawding Ltd, dredging. *Middle Caraquet N B*: Diamond Construction Co Ltd, redredging. *Sorel Que*: St Maurice River Dredging Reg'd, dredging. *Hamilton Ont*: J P Porter Co Ltd, dredging; James Kemp Construction Ltd, repairs to lock box assembly, federal bldg. *Lindsay Ont*: L T Braunton & Co Ltd, exterior painting of federal bldg. *Ottawa Ont*: Rideau Aluminum & Steel, alterations to Royal Canadian Mint; Canadian Refractories Construction, repairs to boiler, Jackson Bldg; A Lanctot Construction Co Ltd, repairs to plumbing, "C" Bldg; Universal Painters & Decorators Reg'd, exterior painting of Rideau Hall; Presley Painting & Decorating, exterior painting of No 4 Temporary Bldg; Unida Plumbing & Heating, repairs to plumbing, National Research Council; A Lanctot Construction Co, alterations to East Block, Parliament Bldgs; Marcel Jacques, exterior painting of East Block, Parliament Bldgs; Taggart Construction Ltd, installation of new drains, Supreme Court; Roland Lariviere Ltd, repairs to boiler, old Printing Bureau; Larsen & Larsen, exterior redecoration of No 3 Temporary Bldg; Marcel Jacques, exterior painting of No 2 Temporary Bldg; H Pion & Fils, repairs to roof, Rideau Hall; Canadian Refractories Construction Ltd, repairs to boiler, Woods-Canadian Bldg; Campbell Steel & Iron Works, repairs to platform, National Research Council; Johnson Welding Works Ltd, repairs to heating system, Central Heating Plant. *Parkhill Ont*: Vine Plumbing & Heating, removal of gutters on federal bldg. *Peterborough Ont*: Canadian Pittsburg Industries, alterations to federal bldg. *Sault Ste Marie Ont*: McLarty Bros & Brodie, installation of partitions, federal bldg. *Sudbury Ont*: Delongchamp Cartage Co Ltd, moving of furniture, etc, federal bldg. *Toronto Ont*: McNamara Construction Co Ltd, dredging. *Battleford Sask*: W Katzell, exterior painting of federal bldg. *Saskatoon Sask*: Wagner Bros, exterior painting of London Bldg. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd, dredging of four areas. *Kelowna B C*: Harvey's Cabinet Shop, repairs to laboratory bldg. *Kimberley B C*: Fabro Bldg & Supply Co, exterior painting of federal bldg. *Pacific Highway B C*: C J Seamer & Sons Ltd, exterior painting of customs bldg. *Vancouver B C*: J A Stewart & A V Dunkley, alterations to federal bldg; Allan & Viner Construction, repairs to parking area, Old Federal Bldg; Sigurdson Millwork Co Ltd, installation of counters & fittings, new Federal Bldg.

Department of Transport

Gander Nfld: Kenney Construction Co Ltd, construction of new steam main at airport. *Cape Sharp N S:* K P Allen Ltd, construction of dwellings, etc. *Montreal Que:* Douglas Bremner Construction Ltd, alterations & additions to Trans-Atlantic Terminal Bldg at airport. *Cornwall Island Ont:* Fort Construction & Equipment Ltd, construction of steel sheet piling cell for navigation light No 10. *Earlton Ont:* Bedard-Girard Ltd, construction of approach lighting facilities, airport. *Malton Ont:* Canadian Comstock Co Ltd, installation of airport lighting facilities; H Broughton, alterations & additions to federal bldg, airport. *Merritt Ont:* R A Blyth, painting of bridge No 6, Welland Canal; Ontario Bridge Co Ltd, painting of bridge No 5, Welland Canal. *Ottawa Ont:* Bedard-Girard Ltd, construction of approach lighting facilities, Uplands Airport. *Port Weller Ont:* Mal Nicholson Ltd, supplying & placing of 3" penetration pavement on canal roadway, Welland Canal. *Thorold Ont:* Ontario Bridge Co Ltd, painting of bridge No 8, Welland Canal. *Thorold South Ont:* Ontario Bridge Co Ltd, painting of bridge No 10, Welland Canal. *Windsor Ont:* Malach Roofing & Flooring Ltd, reroofing of hangar, airport. *North Battleford Sask:* Asphalt Services Ltd, construction of airport boundary fencing. *Cold Lake Alta:* Poole Engineering (1958) Ltd, additional development at airport. *Quatsino (Kains Island) B C:* J A Stewart Construction & Saxton Construction Ltd, construction of dwellings. *Terrace B C:* Blackburn Construction Ltd, construction of garage & dwelling. *Vancouver B C:* I C R Electric Ltd, installation of approach lighting facilities & related work at airport. *Baker Lake N W T:* Tower Co Ltd, construction of garage & addition to hydrogen generator bldg & related work. *Frobisher Bay N W T:* Tower Co Ltd, prefabrication, erection & construction of bldgs.

Employment of Handicapped "Good Business," N.Y. Governor Says

Employment of handicapped persons is "good business," Governor Harriman of New York said in an address at the opening of a watchmaking school—a tuition-free institution established for the training of disabled persons.

The economic values of rehabilitation are illustrated, he said, in the functions of the Vocational Rehabilitation Division of the State Education Department, which, in each of the last two years, placed 4,400 persons in jobs. This group had earned less than \$2,000,000 before rehabilitation and more than \$11,000,000 afterwards.

The value of the rehabilitated worker is emphasized when it is realized that during the working lives of these employees they will have returned approximately \$10 to the Government as income tax for every \$1 expended on their rehabilitation.

The number of handicapped persons placed in full-time employment last year by the Employment Division of the State Department of Labour exceeded 35,000 for the first time. These disabled workers equal the production of the average employee; they have fewer accidents, less absenteeism and change their jobs less frequently, Governor Harriman said.

The 74,320 disabled persons rehabilitated during the year ended June 30 was a record, according to the U.S. Office of Vocational Rehabilitation, being an increase of 3,380 above last year's record.

In addition, 18,584 handicapped persons—also a record—were rehabilitated to the point where they were ready for work but had not found employment.

Plumbers Union Conducting Program to Upgrade Members' Skills

An intensified training program intended to familiarize its 200,000 members with the technique necessary to operate properly in the atomic age is being conducted in co-operation with contractors throughout the United States by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry.

Labour-management schools are teaching the elements of trigonometry and thermodynamics to plumbing craftsmen. The aim is to give them the knowledge required for

working in atomic power plants and with complex chemical and air-conditioning installations.

The U.S. Atomic Energy Commission has expressed strong support for the plan.

Contractors operating under the plan contribute 2½ cents an hour for each worker they employ to create a national fund that will pay for the education of the plumbers. The fund is supervised by trustees from the union and the National Constructors Association.

WAGES, HOURS, WORKING CONDITIONS

Working Conditions in Manufacturing

Movement towards 40-hour week in Canadian manufacturing industry is continuing, latest survey reveals. Service requirements for longer vacations are shortening, number of paid statutory holidays rising

According to the annual working conditions survey conducted by the Economics and Research Branch of the Department of Labour, the year ending April 1, 1958 saw a continuation of the movement towards the 40 hour work week in Canadian Manufacturing. Similarly, there was a shortening of the service requirements for longer vacations and an increase in the number of paid statutory holidays available. The survey also indicates slight increases in the coverage of group hospital-medical plans, pensions plans, group life and wage loss insurance.

The proportion of plant workers on a five-day week remained steady over the year, while those in plants working a 40 hour week continued the trend revealed by previous surveys to increase to just over 70 per cent of the plant workers surveyed. In 1954 only about half the workers covered were on a 40 hour week.

Although the proportion of plant employees with a two-week paid vacation remained steady at about 95 per cent, there was a significant reduction in the service qualifications. For example the proportion of employees qualifying for a two-week vacation after one year or less service rose from almost 18 per cent in 1957 to about 23 per cent in April 1958. This was accompanied by a reduction in number of employees qualifying only after 3 or more years' service.

The survey also reveals a similar trend regarding three-week vacations: that is, towards a steady increase in the total number of workers in plants providing a three-week vacation, together with a reduction in service requirements. Although 15 years is still the usual service requirement, the three-week vacation was extended to about 73 per cent of the plant workers in 1958 compared with some 68 per cent in 1957. Those qualifying after less than 10 years' service rose from one per cent in 1957 to almost 4 per cent by April 1958.

Similarly, provision of a four-week paid vacation also increased, from about 12 per cent in 1957 to almost 16 per cent in 1958. The predominant service requirement is still 25 years.

The survey indicates a quite noticeable increase in the provision of paid statutory holidays. For example, the proportion of workers in plants providing eight or more statutory holidays was almost 70 per cent in 1958, compared with 67 per cent in the previous year and just over 52 per cent in 1954.

In line with previous years, the April 1958 survey also indicates that there has been slight increases in the proportionate coverage of the various group hospital-medical, pension plans, group life and wage loss insurance plans.

Working Conditions of Office Employees

The most significant developments concerning office workers revealed by the April 1958 working conditions survey, are the continued tendency towards a standard work week of less than 37½ hours, and an increase in both three and four week paid vacations provisions with reduced service requirements.

According to the survey the proportion of office employees with a standard work week of less than 37½ hours increased to almost 26 per cent compared with 23 per cent and 21 per cent in 1957 and 1954 respectively. At the same time the extent of the five-day work week increased slightly.

At first sight the proportion of employees qualifying for a two-week paid vacation after one year or less service would appear to have declined. However, it should be borne in mind that slight changes in proportions from year to year may be due to small changes in survey coverage and should, therefore, be interpreted in the light of developments or trends appearing over a number of years together.

The proportion of those office workers in establishments reporting a three-week paid vacation increased markedly from about 76 per cent in 1957 to some 82 per cent by 1958. This was also accompanied by a significant rise in the number qualifying for

such vacations after less than 15 years' service: that is, from 17 per cent in 1957 to 25 per cent in 1958.

Similarly, there has been an increase in the extent of a four-week paid vacation to over 20 per cent of the office workers surveyed, as against 16 per cent the previous year. As with plant employees, the predominant service requirement for a four-week vacation is 25 years.

The number of paid statutory holidays granted to office workers continued to increase. Employees in plants granting nine or more statutory holidays in 1958 increased to 27 per cent over 25 per cent in 1957.

The coverage under the various pension, insurance and group medical plans remained practically unchanged.

TABLE 1—SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

Note: Percentages denote the proportions which plant employees of establishments reporting specific items bear to the number in all establishments covered by the survey; these are not necessarily the proportions covered by the various items.

	Percentage of Plant Employees				
	1958	1957	1956	1955	1954
	%	%	%	%	%
Standard Weekly Hours—					
40 and under.....	70.1	66.3	62.1	57.9	52.8
Over 40 and under 44.....	9.3	11.1	11.2	11.5	13.9
44.....	4.2	4.5	5.8	6.8	7.7
45.....	7.5	8.8	9.5	11.2	12.5
Over 45 and under 48.....	1.7	1.6	1.7	1.8	1.7
48.....	4.1	4.4	6.0	7.1	7.2
Over 48.....	3.1	3.3	3.7	3.7	4.2
Employees on a 5-day week.....	88.3	88.4	85.5	83.9	82.5
Vacation with Pay—					
Two Weeks with pay.....	95.3	94.8	92.3	92.4	92.0
After: 1 year or less.....	22.9	17.8	15.5	15.6	15.5
2 years.....	13.8	12.6	11.5	11.4	10.3
3 years.....	28.3	29.5	27.9	27.0	25.5
5 years.....	27.8	31.5	33.7	34.7	35.2
Other.....	2.5	3.4	3.7	3.7	5.5
Three Weeks with pay.....	72.5	67.6	62.9	60.0	53.6
After: Less than 10 years.....	3.6	0.9	0.9	0.9	0.3
10 years.....	7.8	5.2	3.1	1.7	1.6
11—14 years.....	3.6	2.1	0.9	0.6	0.1
15 years.....	50.8	50.4	47.0	43.7	36.9
20 years.....	4.0	4.9	5.6	6.4	6.9
Other.....	2.7	4.1	5.4	6.7	7.8
Four Weeks with Pay.....	15.6	12.4	10.2	6.8	5.0
After: 25 years.....	11.8	10.0	7.6	5.8	4.1
Other.....	3.8	2.4	2.6	1.0	0.9
Paid Statutory Holidays.....	96.7	96.6	93.8	94.4	93.6
1—5.....	9.5	10.9	11.8	14.3	17.2
6.....	6.2	7.4	8.4	12.6	13.1
7.....	11.2	10.9	12.0	11.2	11.3
8.....	52.2	53.4	51.5	47.3	43.4
9.....	14.4	11.0	7.9	6.8	6.3
More than 9.....	3.2	3.0	2.2	2.2	2.3
Pension and Insurance Plans—					
Pension plans.....	69.3	68.5	64.7	61.1	59.3
Group life insurance.....	89.6	89.1	86.8	85.6	83.4
Wage loss insurance.....	81.5	79.2	77.3	74.7	73.9
Group Hospital—Medical Plans—					
Hospitalization.....	88.4	87.5	89.4	86.5	86.5
Surgical benefits.....	89.7	89.6	90.3	86.2	82.4
Physicians' services in hospital.....	78.6	77.5	76.6	70.4	64.8
Physicians' home and office calls.....	51.9	51.8	50.3	45.8	41.5

TABLE 2—SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

NOTE: Percentages denote the proportions which office employees of establishments reporting specific items bear to the number in all establishments covered by the Survey; these are not necessarily the proportions covered by the various items.

	Percentage of Office Employees				
	1958	1957	1956	1955	1954
	%	%	%	%	%
Standard Weekly Hours—					
35 and under.....	15.7	13.4	12.5	12.0	11.9
Over 35 and under 37½.....	10.0	9.8	9.4	9.9	9.1
37½.....	41.2	41.1	40.8	38.2	34.9
Over 37½ and under 40.....	9.8	8.9	9.6	12.0	15.0
40.....	18.8	21.7	21.2	20.0	21.0
Over 40.....	4.5	5.1	6.5	7.9	8.1
Employees on 5-days week.....	93.1	92.1	90.9	89.1	88.5
Vacations with Pay—					
Two Weeks with pay.....	98.7	98.7	98.7	98.6	96.0
After: 1 year or less.....	89.3	91.2	90.1	89.3	87.0
2 years.....	5.8	5.2	5.2	5.3	5.0
3 years.....	1.1	0.9	0.9	1.0	0.8
5 years.....	1.4	1.1	2.0	1.3	1.6
Other.....	1.1	0.3	0.5	1.7	1.6
Three Weeks with Pay.....	81.9	76.4	71.9	69.4	63.8
After: Less than 10 years.....	4.4	2.9	2.4	2.1	2.3
10 years.....	16.1	11.8	7.9	3.3	3.1
11—14 years.....	4.3	2.5	0.8	0.3	0.2
15 years.....	51.6	52.2	51.3	51.0	43.4
20 years.....	3.3	3.9	5.5	6.7	7.2
Other.....	2.2	3.1	4.0	6.0	7.6
Four Weeks with Pay.....	20.4	16.1	12.9	7.6	5.5
After: 25 years.....	14.1	12.2	9.1	6.1	4.2
Other periods.....	6.3	3.9	3.8	1.5	1.3
Paid Statutory Holidays.....	98.3	99.6	99.0	99.1	98.9
1 to 6.....	4.5	4.3	4.2	6.8	6.5
7.....	8.7	9.4	9.7	10.7	11.4
8.....	58.1	61.0	60.8	61.1	61.0
9.....	22.0	19.5	17.5	14.9	13.6
More than 9.....	5.0	5.4	6.8	5.6	6.4
Pension and Insurance Plans—					
Pension plans.....	82.6	81.3	78.4	74.4	71.7
Group life insurance.....	93.6	93.5	90.5	90.1	87.4
Wage loss insurance.....	62.5	62.6	58.4	58.6	59.0
Group Hospital-Medical Plans—					
Hospitalization.....	92.1	92.0	93.1	91.1	91.1
Surgical benefits.....	93.1	93.1	93.1	90.0	87.5
Physicians' services in hospital.....	83.9	82.6	80.8	73.8	69.1
Physicians' home and office calls.....	56.1	55.5	53.9	48.2	41.8

Average Pension Paid to Retiring Autoworkers Is \$60

The average member of the United Auto Workers of America (AFL-CIO-CLC) who retires at the present time has 25 years service to his credit and draws a pension from his employer of \$60 monthly.

More than 90,000 UAW members have received benefits from pension plans negotiated by the union.

When the union negotiated its first pension plan with the Ford Motor Company in 1949, the average worker who retired voluntarily, or involuntarily because of age, received \$39 a month in social security payments.

In the past, retirement because of disability often meant retirement without income for many UAW members.

In addition to the \$60 monthly that the average UAW member receives from his employer, the U.S. worker receives \$108 each month in social security benefits. If his wife is living and over 65 years of age, there is an additional social security benefit of \$54.30 monthly.

STRIKES AND LOCKOUTS

July 1958

During July, approximately 6,000 workers in Canada were involved in a total of 46 work stoppages amounting to 84,000 man-days. Although there were more work stoppages in July than in any other month since the beginning of the year, the number of workers reported on strike or locked out was below earlier totals, and the time loss in man-days was down from the previous month.*

Of the 46 work stoppages reported during July, 14 involved 100 or more workers. Seven of these larger work stoppages had started before July, and four of the seven were still in progress at the end of the month. Four of the seven larger work stoppages which began in July also continued into August.

Among Canada's provinces, Ontario had the largest number of work stoppages, but the time loss in Ontario was not nearly as

high as British Columbia's total of 41,000 man-days. Most of the time loss in British Columbia resulted from the continuing dispute between approximately 1,000 plumbers and pipefitters and some 100 heating contractors, and the strike of seamen and other personnel of the B.C. Coastal Steamship Service of the Canadian Pacific Railway. The Coastal Steamship Service, however, resumed operations toward the end of July under a government administrator appointed under special legislation for the period pending the settlement of differences between the company and the unions representing the employees of the coastal ships.

Work stoppages, mostly small, were reported also from nearly all other provinces. In one of the few larger disputes outside Ontario and British Columbia, the Windsor, N.S. plants of the Canadian Gypsum Company remained strike-bound for the ninth consecutive month.

TABLE 1—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, JULY 1958

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Mining.....	2	717	8,630
Manufacturing.....	18	2,083	26,815
Construction.....	7	1,762	32,090
Transportation.....	7	971	12,405
Trade.....	5	136	1,040
Service.....	7	409	3,350

TABLE 2—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, JULY 1958

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Newfoundland.....	2	294	2,030
Nova Scotia.....	1	300	7,800
New Brunswick.....	2	181	1,355
Quebec.....	7	524	9,605
Ontario.....	22	2,398	19,845
Saskatchewan.....	5	288	1,315
Alberta.....	1	62	1,115
British Columbia.....	6	2,031	41,265

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence

during July 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

PRICES AND THE COST OF LIVING

Consumer Price Index, August 1958

The consumer price index (1949=100) advanced 0.4 per cent from 124.7 to 125.2 between July and August 1958*. The rise was largely due to a 1-per-cent increase in the food index from 121.4 to 122.6, which approximated the usual July-August seasonal increase.

The shelter and other commodities and services indexes also contributed to the over-all increase, while clothing and household operation eased slightly.

Fresh tomato prices, which normally drop quite sharply between the first weeks of July and August, were unusually strong and increased in the period under review, although most other fresh vegetables experienced seasonal declines. Apple prices reflected initial marketings of the new crop, while imported bananas and oranges were up. Beef prices continued to moderate slightly, and pork prices edged up. Eggs eased 4 cents a dozen.

The shelter index rose from 138.4 to 139.1, reflecting increases in rents, mortgage interest rates and property taxes.

A fractional increase in the other commodities and services index from 130.4 to 130.6 resulted from small price increases in a variety of commodities: pharmaceuticals, personal care items, gasoline, taxi fares and film.

The clothing index declined from 109.9 to 109.6 as the result of summer sales, particularly in women's and children's wear.

A fractional drop in the household operation index from 120.6 to 120.5 reflected sale prices for furniture, floor coverings and some textiles, which were partially offset by slight increases in household supplies and coal.

The index one year earlier (August 1957) was 122.6. Group indexes on that date were: food 120.2, shelter 135.3, clothing 108.2, household operation 119.7, and other commodities and services 126.9.

City Consumer Price Indexes, July 1958

Consumer price indexes (1949=100) were lower in seven of the ten regional cities between June and July; decreases ranged from 0.2 per cent in Saint John, Montreal and Saskatoon-Regina to 0.6 per cent in

Winnipeg. The Ottawa index was unchanged while those for St. John's and Halifax rose 0.4 per cent and 0.3 per cent respectively*.

Food indexes declined in all regional cities except St. John's and Halifax, with decreases in the four western cities larger than those that occurred in eastern regional cities. Price declines were general for a number of fresh vegetables, fats, coffee, sugar, beef and some pork cuts. Egg prices rose in all regional cities except Vancouver while bread prices were up in St. John's. Flour prices increased slightly in a number of cities.

Shelter indexes were unchanged in the three Atlantic regional cities and Winnipeg, but were up in the other six cities. Clothing indexes increased in six regional cities largely as a result of upward movement in men's wear indexes. Mixed movements were evident in the household operation group with most changes quite moderate. Electricity rates increased in Halifax, coal prices were down in Toronto but up in Vancouver while fuel oil prices declined in Saskatoon. New models in appliances were up somewhat in a number of cities. Declines in other commodities and services indexes reflected some price decreases for new passenger cars. Gasoline prices were up slightly in Montreal but down sharply in Winnipeg, where No. 2 gasoline was retailing widely at 28.9 cents per gallon at the beginning of July. Newspaper prices increased in Saskatoon.

Regional consumer price index point changes between June and July were as follows: Winnipeg -0.7 to 122.6; Edmonton-Calgary -0.6 to 121.3; Vancouver -0.5 to 124.6; Toronto -0.4 to 128.4; Saskatoon-Regina -0.3 to 121.9; Saint John -0.2 to 124.7; Montreal -0.2 to 125.0; St. John's +0.4 to 112.7†; Halifax +0.4 to 122.8. Ottawa remained unchanged at 125.4.

Wholesale Prices, July 1958

The general wholesale price index (1935-39=100) decreased 0.2 per cent between June and July, moving from 227.4 to 227.0, which is 0.5 per cent lower than July of last year. Four of the major groups receded and only one group, vegetable products,

*See Table F-2 at back of book.

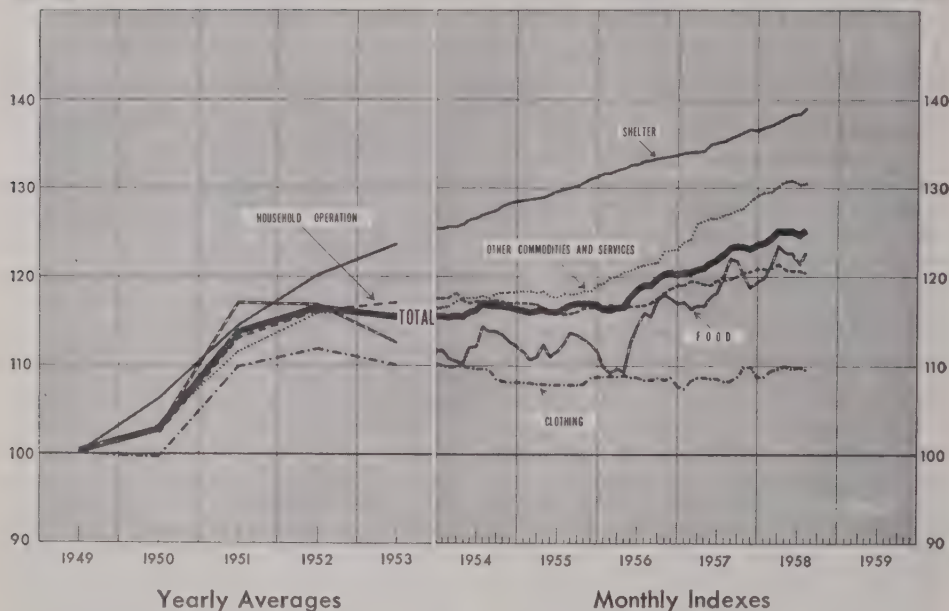
†On base June 1951=100.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX

Index 1913=100

Index 1949=100



registered an upward movement. The remaining three showed no change.

Animal products showed a decrease of 1.9 per cent, down from 257.2 to 252.3; non-ferrous metals declined 0.6 per cent from 163.7 to 162.8, the seventh consecutive decrease from December 1957, when the index stood at 169.3; non-metallic minerals dropped 0.1 per cent from 187.0 to 186.8 and chemical products 0.1 per cent from 182.9 to 182.7.

Vegetable products increased 1.2 per cent from 196.5 to 198.8. This also represents an increase of 1.8 per cent over the same period last year. Higher prices for potatoes, fresh fruits, western hay, livestock and poultry feeds, and vegetable oils and products largely contributed to this increase.

Indexes for textile products, wood products and iron products were unchanged at 228.4, 295.8 and 251.6 respectively.

The residential building material price index (1949=100) rose fractionally from 126.6 in June to 126.8 for July. The non-residential building material series (1949=100) also moved up from 129.0 to 129.1.

U.S. Consumer Price Index, July 1958

The United States consumer price index (1947-49=100) rose to an all-time high during July, to 123.9 from 123.7 in mid-June. The increase was attributed to higher transportation costs and medical services.

U.K. Index of Retail Prices, June 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) also rose to an all-time high of 110.2 at mid-June after having dropped to 109.2 at mid-May. A year earlier the index stood at 105.7.

Labour income received by Canadians in the first half of 1958 rose 2.8 per cent to \$7,622,000,000 from \$7,417,000,000 a year ago. Three of the five major industrial groups recorded gains in June and the half-year. Two recorded losses.

Labour income in June was estimated at \$1,350,000,000, up 2.1 per cent from June 1957.

Half-year totals were: agriculture, forestry, fishing, trapping and mining, \$476,000,000; manufacturing, \$2,321,000,000; construction \$543,000,000; utilities, transportation, communication, storage and trade, \$2,019,000,000; finance and services (including government) \$2,002,000,000; supplementary labour income, \$261,000,000.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institutions. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 121.

Accident Prevention

1. INTERNATIONAL LABOUR OFFICE. *Occupational Safety and Health in Forestry Operations*. Geneva, 1957. Pp. 184.

Partial Contents: Statistics. Legislation. Inspection. Standards and Codes for Equipment and Methods of Work. Education, Training, Propaganda. Research. Safety Organisation in Undertakings. Medical Aid. Housing Accommodation.

2. INTERNATIONAL LABOUR OFFICE. *Safety and Health in Dock Work*. Geneva, 1958. Pp. 125.

Contents: General Provisions. Wharves and Quays. Means of Access to Ships. Transport to Dockworkers by Water. Protection of Hatchways. Access to Holds. Decks. Loading and Unloading Machinery and Gear. Loading and Unloading Operations. Transport Equipment and Operations. Lifting. Carrying and Piling Material. Warehouses and Storeplaces. Dangerous Substances and Environments. Personal Protective Equipment. Medical Aid and Rescue. Personnel Facilities. Selection and Training of Dockworkers. Safety and Health Organization. Miscellaneous Provisions.

3. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *Union-Management Cooperation for Safety; the Joint Safety Program of the Forstmann Woolen Company and Local 656, Textile Workers Union of America, AFL-CIO, 1948-1956*, by Richard H. Wood and Jack Chernick. New Brunswick, 1957. Pp. 25.

This report concludes that the Forstmann Joint Safety Program has resulted in a continued good safety record. Employee representation has helped to enforce safety regulations.

Annual Reports

4. BRITISH COLUMBIA. DEPARTMENT OF INDUSTRIAL DEVELOPMENT, TRADE, AND COMMERCE. *Report for the Year ended December 31st, 1957*. Victoria, Queen's Printer, 1958. Pp. 52.

5. CANADA. BUREAU OF STATISTICS. *Estimates of Families in Canada, 1957*. Ottawa, Printer, 1958. Pp. 10.

6. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. STATISTICS SECTION. *Immigration Statistics, 1957*. Ottawa, 1958. Pp. 21.

7. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1957*. London, H.M.S.O., 1957. Pp. 74.

8. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1958*. London, H.M.S.O., 1958. Pp. 59.

9. MANITOBA. DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report for Period ending March 31st, 1957*. Winnipeg, 1958. Pp. 27.

10. NEW YORK (STATE). DEPARTMENT OF LABOR. *Report of the Industrial Commissioner, 1957*. New York, 1958. Pp. 64.

11. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1957*. Toronto, Queen's Printer, 1958. Pp. 40.

12. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *A Decade of Co-operation, Achievements and Perspectives; 9th Report of the O.E.E.C.* Paris, 1958. Pp. 187.

13. SINGAPORE. LABOUR DEPARTMENT. *Annual Report, 1956*. Singapore, Government Printer, 1958. Pp. 101.

14. U.S. GOVERNMENT CONTRACT COMMITTEE. *Fourth Annual Report on Equal Job Opportunity, 1956-1957*. Washington, G.P.O., 1957. Pp. 20.

15. U.S. NATIONAL SCIENCE FOUNDATION. *Seventh Annual Report for the Fiscal Year ended June 30, 1957*. Washington, G.P.O., 1958. Pp. 279.

Atomic Power

16. EUROPEAN PRODUCTIVITY AGENCY. *The Industrial Challenge of Nuclear Energy*. Paris, 1957. Pp. 288.

Papers given during the First Information Conference on Nuclear Energy for Management, Paris, April 1957.

Contents: Pt. 1. The Technical Aspects of Nuclear Energy. Pt. 2. The Economic Aspects of Nuclear Energy. Pt. 3. Industrial Uses of Radioisotopes. Pt. 4. The Industrial Aspects of Nuclear Energy. Pt. 5. Development of Nuclear Energy.

17. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Industrial Uses of Radio-isotopes*, by John J. McMahon and Arnold Berman. New York, c1958. Pp. 86.

Briefly explains what radioisotopes are, how they are used in industry. Provides information about the Canadian and British programs.

Automation

18. CONFERENCE ON MANUFACTURING AUTOMATION, PURDUE UNIVERSITY. 1st, 1956. *First Conference on Manufacturing Automation, Purdue University, October 22, 23, and 24, 1956.* Cleveland, Penton Publishing Company, c1956. Pp. 96.

Co-sponsored by Purdue University School of Mechanical Engineering and Dept. of Industrial Engineering, and Automation; the magazine of automatic operations.

Partial Contents: Developing Small Scale Automation. Developing Large Scale Automation. Economic Study for Automation. The Automated Plant. Designing Products for Automation.

19. POLLOCK, FREDERICK. *The Economic and Social Consequences of Automation.* Translated by W. O. Henderson and W. H. Chaloner. Oxford, Basil Blackwell, 1957. Pp. 276.

This study, based mainly on American experience, contains a historical survey of automation, a discussion of some of the problems caused by automation, and developments in the theory and practice of automation in 1955.

20. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Automation and Recent Trends. Hearings before the Subcommittee on Economic Stabilization of the Joint Economic Committee, Congress of the United States, Eighty-Fifth Congress, First Session, pursuant to Sec. 5(a) of Public Law 304, 79th Congress.* November 14 and 15, 1957. Washington, G.P.O., 1957. Pp. 100.

Examines current trends and the outlook for automation in banks and retail trade and from the point of view of a research scientist.

21. VAN AUKEN, KENNETH G. *Automation and its Implications. (Speech) before the New York State Council for the Social Studies, Buffalo, New York, February 22, 1958.* Washington, 1958. Pp. 15.

The speaker discusses the growth of automation, its implications for the country, social sciences, Bureau of Labor Statistics case studies, immediate effects of automation on individuals, job content changes, retraining, and future implications.

Civil Service

22. U.S. BUREAU OF EMPLOYEES' COMPENSATION. *What Every Federal Employee should know about the Federal Employees' Compensation Act.* Rev. ed. Washington, G.P.O., 1958. Pp. 7.

23. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization and Personnel Management in the Federal Government. Hearings*

before the Subcommittee on Management Utilization and Departmental Personnel Management of the Committee on Post Office and Civil Service, House of Representatives, Eighty-Fourth Congress, Second Session... Washington, G.P.O., 1957. Pp. 289.

Hearings held, Dec. 10-14, 1956.

The hearings were held to determine whether American federal government departments and agencies are doing anything to bring about a reduction in manpower and to use scientific and technical manpower more effectively.

Disabled - Rehabilitation

24. AITKEN, ALEXANDER P. *The Rehabilitation and Re-employment of Workers disabled by Low Back Injuries; Statement presented... at the 43rd Annual Convention of the I.A.I.A.B.C., September 23, 1957, St. Paul, Minnesota.* Washington, U.S. Bureau of Labor Standards, 1957. Pp. 8.

25. U.S. CONGRESS HOUSE. COMMITTEE ON EDUCATION AND LABOR. *To amend the Vocational Rehabilitation Act. Hearing before a Subcommittee of the Committee on Education and Labor, House of Representatives, Eighty-Fifth Congress, First session of H.R. 5759, superseded by H.R. 8429, a Bill to extend for the Fiscal Year ending June 30, 1958, Grants under the Vocational Rehabilitation Act for the Planning, Preparing for, and Initiating a Substantial Nationwide Expansion of Vocational Rehabilitation Programs in the States.* Hearing held in Washington, D.C., June 10, 1957. Washington, G.P.O., 1957. Pp. 38.

Economic Conditions

26. BURNS, ARTHUR FRANK. *Prosperity without Inflation.* New York, Fordham University Press, c1957. Pp. 88.

Consists of four lectures given at Fordham University in October, 1957. Contents: The Recent Inflation in Perspective. Dealing with Recession and Inflation. The New Environment of Monetary Policy. Public Policies for coping with Inflation.

27. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Soviet Economic Growth; a Comparison with the United States; a Study prepared for the Subcommittee on Foreign Economic Policy of the Joint Economic Committee.* Washington, G.P.O., 1957. Pp. 149.

The comparison of the economy of Russia with that of the U.S. considers the following: (1) the volume of current production in various economic sectors; (2) the rate at which this production has been growing; (3) the relative emphasis placed on consumption, investment, and other uses; and (4) the likely rates and patterns of development of the two economies in the future.

Education

28. AMERICAN LABOR EDUCATION SERVICE, INC., NEW YORK. *The History of an Idea, 1927-1957*. New York, 1958. Pp. 47.

Journal of the American Labor Education Service, 30th anniversary issue. A history of the American Labor Education Service.

29. CANADA. BUREAU OF STATISTICS. *Statistical Review of Canadian Education, Census 1951*. Ottawa, Queen's Printer, 1958. Pp. 112.

Partial Contents: School Attendance and Years of Schooling. School Enrolment in the Canadian Provinces, 1951. Years of Schooling for the Population at School and Out of School, 1951. Number and Per Cent of the Population with 13 or More Years at School. Racial Extraction and Schooling. Education Attainment and Vocation.

Employment Management

30. COLLINGRIDGE, J. M. *Personnel Management in the Small Firm*, by J. M. Collingridge and M. Ritchie. London, Institute of Personnel Management, 1957. Pp. 55.

The authors examine the characteristics of the small firm and describe the functions of the personnel manager. Examples are given showing how small firms have handled personnel problems. Three case studies are included.

31. DARTNELL CORPORATION. *Working Conditions in 165 Offices; Information of Value to Office Managers as a Check List on Present Conditions*. Chicago, 1957. 1 Volume. (various pagings).

Some of the topics discussed are: working hours, attendance controls, lunch periods, rest periods, vacation policies, hospital and surgical benefits, sick leave practices, merit rating, job evaluation, grievance handling, individual and/or group counselling, legal advice, athletic programs, and, automation.

Fringe Benefits

32. ASSOCIATED INDUSTRIES OF CLEVELAND. *Employee Benefit Survey*. Cleveland, 1957. Pp. 12.

33. BORTZ, NELSON MARKLEY. *Measuring Fringe Benefit Expenditures. (Speech) before Collective Bargaining Conference, American Management Association... Chicago, May 15, 1956*. Washington, U.S. Bureau of Labor Statistics, 1956. Pp. 18.

34. U.S. MARITIME ADMINISTRATION. *Safeguarding Fringe Benefits; Welfare, Pension, Employment Security, Vacations, as of January 1, 1957*. Washington, G.P.O., 1958. Pp. 2.

Industrial Relations

35. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Industrial Relations in the New Japan*, by Solomon B. Levine. Urbana, 1957. Pp. 209-220.

A review of the trade union movement in Japan since World War II with a discussion of collective bargaining and labor disputes.

36. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *The Criminal Law and the Civil Code in Day-to-Day Employee Relations; a Panel Discussion, Thursday, October 24th, 1957, Montreal. Transcript of Proceedings*. Montreal, 1958. Pp. 25.

The three speakers, all lawyers, discussed the termination of employee services, the question of searching an employee, the question of mischief, that is, the destruction of property, picketing, etc. The speakers answered questions from the audience.

37. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Management Rights; a Panel Discussion, Thursday, December 5th, 1957, Montreal. Transcript of proceedings*. Montreal, 1958. Pp. 26.

There were four speakers on the panel. The first speaker defined management rights. The other three speakers discussed the negotiating of management rights from the point of view of the union, management, and of an arbitrator.

38. NATIONAL ACADEMY OF ARBITRATORS. *Arbitration Today; Proceedings of the 8th Annual Meeting, Boston, Mass., Jan. 27 and 28, 1955*. Washington, Bureau of National Affairs, 1955. Pp. 211.

Partial Contents: The Factor of Ability in Labor Relations, by James J. Healy. Problems in the Arbitration of Wage Incentives, by William W. Waite. The Arbitration of Alleged Security Risks, by Benjamin C. Roberts. Arbitration by the National Railroad Adjustment Board, by Carroll R. Daugherty. Seniority Concepts, by George W. Taylor. Arbitration of Jurisdictional Disputes. The American System of Industrial Relations, by Sumner H. Slichter.

Industry

39. CANADA. BUREAU OF STATISTICS. *General Review of the Manufacturing Industries of Canada, 1955*. Ottawa, Queen's Printer, 1958. Pp. 198.

40. EUROPEAN PRODUCTIVITY AGENCY. *Water Economy in Iron and Steel Works*. Project No. 298. Paris, O.E.E.C., 1958. Pp. 71.

Deals with water supply for the iron and steel industry in West Germany, Austria, France and Italy and legislation and regulations regarding water in these four countries.

41. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Inventory Management in Industry*, by Carl G. Baumes. New York, c1958. Pp. 102.

Partial Contents: Common Inventory Objectives. How Inventory Objectives are set. Organization for Inventory Management. Establishing Standards of Performance. Trends in Inventory Administration. Measuring and evaluating Performance. Typical Inventory Reports. Seven Case Studies.

42. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *OEEC Statistical Bulletins: Definitions and Methods. I. Indices of Industrial Production.* 3rd ed. Paris, 1958. Pp. 109.

43. U.S. BUREAU OF EMPLOYMENT SECURITY. *Blast Furnaces, Steel Works and Rolling Mills.* Washington, 1958. Pp. 9.

A survey of 157 establishments with a total employment of 517,900.

Labour Organization

44. BRITISH COLUMBIA FEDERATION OF LABOR (CLC). *Proceedings, Second Convention, October 24th, 25th, 26th and 27th, 1957.* Vancouver, B.C. Vancouver, 1957. 1 Volume (various pagings).

45. CANADIAN LABOUR CONGRESS. RESEARCH DEPARTMENT. *The Extent of Union Organization in Canada.* Submitted to the 1st General Board meeting; Canadian Labour Congress, Montreal, May 1, 2, 3, 1957. Ottawa, 1957. Pp. 34.

46. CONFEDERATION INTERNATIONALE DES SYNDICATS CHRETIENS. *Le plein emploi; trois années d'activité internationale. 12ème Congrès, Anvers, 12-14 Decembre 1955.* Utrecht, 1956? Pp. 528.

47. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *Spotlight on Union Activities—Their Impact on Individuals, the Economy and the Public; Excerpts from Proceedings at 62nd Congress of American Industry, December 4-6, 1957.* New York, 1958. Pp. 18.

Contents: Can Labor clean its Own House, by Sylvester Petro. The Right to work, by John E. Coogan. Is the Public protected by Present Labor Laws? By Carl T. Curtis. Symposium: Individual Rights or Organized Wrongs.

48. NORTH ATLANTIC TREATY ORGANIZATION. INFORMATION DIVISION. *The Trade Unions and NATO; with a Preface by Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress.* Paris, 1957. Pp. 39.

The purpose of this pamphlet "is to examine the significance of the Atlantic Alliance from the point of view of organized labour; to assess the support which the trade unions have given to NATO; to bring out some of the problems of common concern to them and to NATO; and, finally, to urge upon trade unionists the reasons for studying the future development of the Atlantic Community."

49. NEW ZEALAND FEDERATION OF LABOUR. *Twenty-First Annual Report... for Period ending January CV, VTER.* Wellington, 1958. Pp. 15.

50. UNITED STEELWORKERS OF AMERICA. *Here's How USWA Dues Work for You.* Pittsburgh, n.d., 1958? Pp. 22.

51. WORLD FEDERATION OF TRADE UNIONS. *Report of Activity, November 1953-June 1957, presented at the 4th World Trade Union Congress, Leipzig, October 4-15, 1957.* Paris? 1958? Pp. 423.

Occupations

52. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Machinist and Machine Operators (Metal).* Rev. ed. Ottawa, Queen's Printer, 1958. Pp. 24.

53. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Mining Occupations.* Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 44.

Provides information on types of mine, mining processes and occupations, qualifications, training, earnings and hours of work, advantages and disadvantages, organizations and trends.

54. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Engineering Work for Girls.* London, H.M.S.O., 1958. Pp. 20.

Describes jobs for women in sheet metal work, plastic moulding, machine shops, assembling clocks or television sets, laboratory work, mechanical drawing, etc.

55. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Farm and Horticultural Workers.* London, H.M.S.O., 1958. Pp. 40.

Describes training, opportunities, wages and conditions of farm and horticultural workers and lists agricultural and horticultural institutes in England, Scotland and Wales.

56. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Journalism and Press Photography.* London, H.M.S.O., 1958. Pp. 47.

Describes the work of the journalist and indicates the necessary personal qualities and abilities. Provides information about educational qualifications and training and prospects.

57. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Nursing and Midwifery.* London, H.M.S.O., 1958. Pp. 40.

Contents: The Development of the Profession. Nursing in Hospital. Nursing outside the Hospital. Personal Qualities. Training. Midwifery. Conditions of Service, Openings and Prospects.

58. U.S. WOMEN'S BUREAU. *Memo to: Communities Re: The Nurse Shortage, Ideas, Studies, Programs.* Washington, G.P.O., 1958. Pp. 5.

59. U.S. WOMEN'S BUREAU. *Nurses and Other Hospital Personnel; Their Earnings and Employment Conditions.* Washington, G.P.O., 1958. Pp. 27.

Open and Closed Shop

60. EDITORIAL RESEARCH REPORTS. *Right-to-work Laws*, by William R. McIntyre. Washington, 1957. Pp. 841-856.

A right-to-work law which prohibits compulsory union membership is in force in 18 states.

61. UNITED STEELWORKERS OF AMERICA. *Work for Rights; the Right to Union Security*. Pittsburgh, n.d., 1958? Pp. 108.

A criticism of "right-to-work" laws. Contains material in favor of union security.

Professional Workers

62. CANADA. DEPARTMENT OF LABOUR. *Wanted... More Experts! How can We increase Our Professional and Technical Manpower Resources to fill Growing Future Demands? Eleven Leading Canadians discuss the Problems*. Ottawa, Queen's Printer, 1958. Pp. 54.

These eleven talks comprise a series of broadcasts on the "Canada at Work" radio program which is produced by the Information Branch of the Federal Department of Labour.

63. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Teacher Shortage—Causes and Remedies*. Washington, 1957. Pp. 60.

Social Security

64. INTERNATIONAL LABOUR OFFICE. *Social Security; a Workers' Educational Manual*. Geneva, 1958. Pp. 132.

Discusses such forms of social security as family allowances, sickness and maternity insurance, pensions, workmen's compensation, unemployment insurance, medical benefits, etc.

65. UNITED NATIONS. DEPARTMENT OF SOCIAL AFFAIRS. *Economic Measures in Favour of the Family; a Survey of Laws and Administrative Regulations providing for Economic Measures in Favour of the Family in Various Countries*. New York, 1952. Pp. 175.

This survey covers legislative and administrative texts in force in 24 countries on a selected date, June 30, 1949. There are three types of measures discussed:

1. measures relating to the maintenance of the family's level of income;
2. measures relating to the maintenance of the family's pattern of consumption and expenditure; and,
3. measures relating to the maintenance of family means of subsistence.

Unemployment

66. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Employment Effects of a Plant Shutdown in a Depressed Area*, by Richard C. Wilcock. Urbana, 1957. Pp. 1047-1052.

Summarizes some of the findings of a study of the effects of a major plant shutdown on a small southern Illinois city which already had a high level of unemployment.

67. NATIONAL PLANNING ASSOCIATION. *Depressed Industrial Areas—a National Problem; a Policy Statement by the NPA Special Committee on Depressed Areas and a report by William H. Miernyk*. Washington, 1957. Pp. 67.

"One of the criteria traditionally employed in defining depressed areas has been the percentage of the local labor force unemployed." Partial Contents: Chronic Localized Depression—Why and Where. Persistent Unemployment and Its Effects. Case Studies of Local and Area Redevelopment Activities. Redevelopment Activities at the State Level. Federal Government and Depressed Areas. The Over-All Problem of Depressed Industrial Areas.

68. WERMEL, MICHAEL THEODORE. *Supplemental Unemployment Benefit Plans; Their Economic and Industrial Implications*, by Michael T. Wermel and Geraldine M. Beideman. Pasadena, Industrial Relations Section, California Institute of Technology, 1957. Pp. 51.

Explains the types of supplemental unemployment benefit plans; discusses problems arising from these plans; and, suggests future developments.

Wages

69. AMERICA FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Severance Pay in Key Manufacturing Agreements*. Washington, 1958. Pp. 8, 10.

A comparative analysis of the major features of union-negotiated severance pay plans in manufacturing industries with 5,000 or more employees.

70. U.S. DEPARTMENT OF AGRICULTURE. *Area Variations in the Wages of Agricultural Labor in the United States*, by Sheridan T. Maitland and Dorothy Anne Fisher. Washington, G.P.O., 1958. Pp. 54.

Shows that farm wage rates cannot compete with industrial wage rates and that farm workers are attracted away from farm jobs and fewer people are likely to seek farm employment.

71. U.S. WOMEN'S BUREAU. *Digest of State Equal-Pay Laws*. Revised as of December 1, 1957. Washington, 1958? Pp. 20.

Miscellaneous

72. CANADA, DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. CANADIAN CITIZENSHIP BRANCH. *Our System of Government*. Ottawa, Queen's Printer, 1957. Pp. 47.

73. CLAGUE, EWAN. *Older Worker Placement. (Speech) before the Employers' Institute, Philadelphia, Pennsylvania, December 5, 1957*. Washington, U.S. Department of Labor, 1958. Pp. 7.

74. CLAGUE, EWAN. *Postwar Trends in Productivity; Total Private Economy and Major Sectors. Material submitted to Joint Economic Committee for Hearings on January 1958 Economic Report of the President January 28, 1958.* Washington, U.S. Bureau of Labor Statistics, 1958. Pp. 39.

75. COMMUNITY COUNCIL OF GREATER NEW YORK. BUDGET STANDARD SERVICE. *A Family Budget Standard, for the Use of Social and Health Agencies in New York City.* New York, Community Council of Greater New York, Research Dept., 1955. Pp. 62.

The Family Budget Standard has these purposes:

- "1. To provide current reference materials on family living costs, typical requirements, retail prices, and related data.
2. To provide a basis for establishing equitable fee scales consistent with ability to pay for services rendered by public or voluntary welfare and health agencies, and to determine eligibility for free services.
3. To facilitate counselling on problems of family financial management.
4. To provide budget material for in-service training programs."

76. LIKERT, RENSIS, ed. *Some Applications of Behavioural Research.* Edited by Rensis Likert and Samuel P. Hayes, Jr. Paris, UNESCO, 1957. Pp. 333.

Contents: Behavioural Research: a Guide for Effective Action, by Rensis Likert. Administrative Leadership and Organizational Effectiveness, by Stanley E. Seashore. The Training of Leaders for Effective Human Relations, by Stanley E. Seashore. Human Factors in Research Administration, by Hollis W. Peter. Training Foreign Nationals in the United States, by Simon O. Lesser and Hollis W. Peter. Group Influence in Marketing and Public Relations, by Francis S. Bourne. Psychological Surveys in Business Forecasting, by Irving Morrisett. Relating Behavioural Research to the Problems of Organizations, by Samuel P. Hayes.

77. MONA, JAMAICA. UNIVERSITY COLLEGE OF THE WEST INDIES. INSTITUTE OF SOCIAL AND ECONOMIC RESEARCH. *Caribbean Studies: a Symposium.* Edited by Vera Rubin. Mona, 1957. Pp. 124.

Partial Contents: Contemporary Social-Rural Types in the Caribbean Region, by Elena Padilla. Race Relations in Caribbean Society, by Eric Williams. The Present Status of the Social Sciences in the British Caribbean, by Lloyd Braithwaite. Cultural Perspectives in Caribbean Research, by Vera Rubin.

78. NADLER, GERALD. *Work Simplification.* New York, McGraw-Hill, 1957. Pp. 292.

"Work simplification is the systematic analysis of any type of work to 1. Eliminate unnecessary work. 2. Arrange remaining work in the best order possible. 3. Make certain that the right method is used." The book tells how to increase productivity, reduce fatigue, cut down on accidents, and save materials.

79. ORGANIZATION FOR EUROPEAN CO-OPERATION. *The Search for and Exploitation of Crude Oil and Natural Gas in the OEEC Area.* Paris, 1957. Pp. 79.

"The aim of the present study is to make known... the exact position at the end of 1956, in the Member countries and in Spain and Yugoslavia, with regard to the following points:

- (1) mining law and fiscal regulations with regard to hydrocarbons;
- (2) oil geology;
- (3) discoveries of oil and gas classified geographically and geologically;
- (4) estimated classification of the various regions in the O.E.E.C. area having regard to their oil prospects;
- (5) statistics for past years and up to the end of 1956 for the various aspects of prospecting and exploitation."

80. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1958.* Toronto, 1958. Pp. 74.

Partial Contents: United States Investment in Canada, by C. D. Howe. Public Review Board, of the U.A.W., by Lewis Carliner. Management and Electronic Data Processing, by J. E. Tapsell. The Teamsters Union, by Andrea Brewin.

Two important studies, one on labour legislation and one on trade unionism, appeared in the July issue of *Industrial Relations*, published by Laval University.

One of these articles, "Labour Legislation, Freedom, Fear and Conflict," by Roger Chartier, Professor of Industrial Relations at Laval, deals with the conflicting influence on labour legislation of two forces, freedom and fear. The writer believes that in Quebec, legislation, inspired by fear, has taken the direction of prevention and restriction. He traces the sources of this fear, and tries to lay the intellectual groundwork of a more enlightened view which should pave the way for legislation inspired rather by respect for the freedom of the parties involved.

The second article, "British Unions: A Cultural Analysis," by Prof. W. Campbell Balfour of the University of South Wales, describes the development of the labour movement in England and its influence on English society, by contact with which it has itself been modified.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 21, 1958

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,114	113	454	1,742	2,214	1,072	519
Agricultural.....	748	*	56	176	174	311	30
Non-Agricultural.....	5,366	112	398	1,566	2,040	761	489
Males.....	4,615	96	354	1,323	1,634	820	388
Agricultural.....	683	*	53	164	155	283	27
Non-Agricultural.....	3,932	95	301	1,159	1,479	537	361
Females.....	1,499	17	100	419	580	252	131
Agricultural.....	65	*	*	12	19	28	*
Non-Agricultural.....	1,434	17	97	407	561	224	128
All Ages.....	6,114	113	454	1,742	2,214	1,072	519
14—19 years.....	600	15	49	217	175	103	41
20—24 years.....	788	18	62	254	268	131	55
25—44 years.....	2,784	51	193	787	1,026	484	243
45—64 years.....	1,705	27	128	430	649	311	160
65 years and over.....	237	*	22	54	96	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,794	105	414	1,624	2,123	1,045	483
Males.....	4,344	89	318	1,222	1,557	799	359
Females.....	1,450	16	96	402	566	246	124
Agricultural.....	740	*	54	174	172	310	29
Non-Agricultural.....	5,054	104	360	1,450	1,951	735	454
Paid Workers.....	4,625	92	325	1,316	1,808	676	408
Males.....	3,330	77	240	958	1,289	470	296
Females.....	1,295	15	85	358	519	206	112
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	320	*	40	118	91	27	36
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,140	157	453	1,456	1,695	882	497
Males.....	971	44	93	250	295	177	112
Females.....	4,169	113	360	1,206	1,400	705	385

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended June 21, 1958		Week Ended May 24, 1958		Week Ended June 22, 1957	
	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾
Total looking for work.....	345	328	397	383	174	163
Without Jobs.....	320	306	366	355	162	152
Under 1 month.....	91	—	73	—	66	—
1—3 months.....	89	—	99	—	49	—
4—6 months.....	69	—	123	—	27	—
7—12 months.....	59	—	58	—	15	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	25	22	31	28	12	11
1—14 hours.....	*	*	10	*	*	*
15—34 hours.....	19	17	21	19	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, Including Government)	Supplementary Labour Income	Total
1953* Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	83	307	283	41	1,190
1957 Average.....	90	397	97	335	316	44	1,279
1957—June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	384	78	328	326	42	1,233
April.....	72	387	90	337	331	44	1,261
May.....	82	395	105R	347R	342	44	1,315R
June.....	89P	398P	113P	353P	353P	45P	1,350P

* Includes Newfoundland, since 1949. R—Revised; P—Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,684,664.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	83.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	175.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.3	195.5	164.7	70.76	110.3	185.4	167.0	73.42

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957
(a) PROVINCES						
Newfoundland.....	123.7	111.3	128.5	63.07	63.29	62.84
Prince Edward Island.....	112.9	102.7	117.1	53.39	52.72	52.17
Nova Scotia.....	94.1	91.3	102.4	58.33	58.38	56.01
New Brunswick.....	96.5	87.9	104.2	56.79	57.25	55.64
Quebec.....	116.7	112.8	121.1	68.04	67.98	65.12
Ontario.....	120.4	118.5	125.5	73.60	72.94	70.38
Manitoba.....	109.0	105.4	111.7	67.12	65.70	63.19
Saskatchewan.....	129.1	119.5	126.7	68.04	66.75	64.38
Alberta including Northwest Territories.....	150.5	141.1	151.9	72.36	71.45	69.33
British Columbia (including Yukon).....	115.8	111.2	127.5	76.27	76.45	74.47
Canada.....	118.3	114.6	123.5	70.76	70.35	67.82
(b) METROPOLITAN AREAS						
St. John's.....	123.3	119.9	123.8	51.47	51.19	50.54
Sydney.....	90.3	88.8	98.1	72.23	71.55	70.64
Halifax.....	111.8	111.8	119.2	56.70	57.09	54.67
Saint John.....	91.2	87.3	98.1	53.77	53.87	52.25
Quebec.....	111.7	107.2	112.2	58.61	59.12	55.53
Sherbrooke.....	96.9	96.6	108.5	57.10	57.82	55.44
Three Rivers.....	115.8	110.8	123.1	64.52	62.67	62.93
Drummondville.....	71.8	72.4	74.9	57.81	58.87	58.15
Montreal.....	121.5	120.9	125.9	69.51	68.94	66.66
Ottawa—Hull.....	119.9	117.6	121.6	64.34	63.76	61.38
Peterborough.....	99.5	99.5	110.0	78.17	77.26	73.15
Oshawa.....	174.1	169.3	175.9	84.67	80.67	75.21
Niagara Falls.....	110.6	107.3	126.2	75.06	76.40	75.14
St. Catharines.....	111.9	109.9	126.6	81.83	80.63	78.35
Toronto.....	130.9	129.9	132.7	74.22	73.70	71.02
Hamilton.....	108.1	108.8	113.9	77.88	76.59	75.48
Brantford.....	86.8	86.7	86.9	67.36	67.12	63.33
Galt.....	107.0	109.3	117.3	62.78	61.97	60.10
Kitchener.....	112.1	109.7	115.1	66.17	64.59	64.65
Sudbury.....	139.0	138.8	142.9	86.15	86.83	81.47
London.....	120.8	118.3	120.9	66.73	66.30	63.70
Sarnia.....	135.2	135.7	138.7	93.20	91.65	84.75
Windsor.....	80.7	80.3	102.4	78.97	78.22	70.26
Sault Ste. Marie.....	138.9	134.3	137.1	91.41	85.26	84.52
Pt. William—Pt. Arthur.....	119.4	114.4	121.3	72.91	70.42	70.26
Winnipeg.....	107.0	105.0	108.5	63.83	62.97	60.31
Regina.....	124.9	118.5	123.6	64.51	63.81	63.18
Saskatoon.....	133.6	126.6	126.5	63.48	62.59	59.80
Edmonton.....	180.4	172.2	180.8	67.79	66.89	65.02
Calgary.....	155.8	149.5	159.4	68.44	66.96	65.36
Vancouver.....	114.5	112.8	121.7	74.41	74.95	71.62
Victoria.....	116.6	113.4	122.3	70.22	68.89	65.61

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957
Mining.....	125.7	121.9	126.3	85.35	86.19	82.97
Metal mining.....	139.8	136.5	134.1	87.49	88.99	85.59
Gold.....	75.2	74.4	77.6	72.16	73.51	72.57
Other metal.....	200.0	194.5	186.9	92.87	94.51	90.64
Fuels.....	100.7	97.8	107.4	85.53	83.64	82.57
Coal.....	54.5	55.8	59.5	68.25	66.80	64.99
Oil and natural gas.....	281.7	262.4	263.8	98.62	97.65	96.12
Non-metal.....	136.5	127.7	147.8	75.01	78.47	73.01
Manufacturing.....	110.3	108.8	116.7	73.42	72.92	69.92
Food and beverages.....	109.8	104.0	108.6	65.34	65.63	62.54
Meat products.....	128.9	123.4	126.0	73.39	73.56	71.12
Canned and preserved fruits and vegetables.....	82.4	74.1	83.0	59.78	62.34	54.88
Grain mill products.....	104.0	103.8	103.7	71.88	71.44	65.97
Bread and other bakery products.....	109.4	106.9	109.7	64.07	62.58	60.80
Biscuits and crackers.....	91.7	89.2	91.8	54.73	52.81	52.40
Distilled and malt liquors.....	107.3	102.9	104.7	82.78	83.32	80.35
Tobacco and tobacco products.....	90.1	109.2	85.4	71.08	63.81	68.17
Rubber products.....	99.6	97.1	112.8	75.56	73.06	73.04
Leather products.....	84.6	84.3	87.9	49.26	48.70	47.25
Boots and shoes (except rubber).....	89.7	89.9	91.8	46.52	46.08	44.45
Textile products (except clothing).....	76.0	76.7	85.3	58.01	57.59	55.15
Cotton yarn and broad woven goods.....	74.3	75.3	83.2	53.30	52.62	51.30
Woolen goods.....	56.7	58.1	72.8	55.04	54.50	52.64
Synthetic textiles and silk.....	77.6	78.6	88.2	64.76	64.05	61.17
Clothing (textile and fur).....	88.6	90.0	93.4	45.46	46.05	43.31
Men's clothing.....	92.8	92.8	101.0	44.43	44.98	42.27
Women's clothing.....	91.6	95.8	91.4	47.19	48.26	44.67
Knit goods.....	74.1	75.8	80.6	44.83	44.89	43.13
Wood products.....	104.0	96.9	108.5	63.01	62.65	59.69
Saw and planing mills.....	105.3	94.8	109.9	65.07	64.90	61.19
Furniture.....	108.4	107.6	110.6	60.54	60.34	58.51
Other wood products.....	89.7	86.6	98.2	57.31	56.51	54.37
Paper products.....	121.7	118.5	126.1	84.86	84.35	84.07
Pulp and paper mills.....	122.1	118.7	128.2	90.70	90.10	90.54
Other paper products.....	120.8	118.0	121.0	70.31	70.08	67.02
Printing, publishing and allied industries.....	118.8	118.6	119.3	78.55	78.59	75.67
Iron and steel products.....	104.4	104.1	115.5	82.57	81.02	79.24
Agricultural implements.....	66.7	69.7	57.6	81.05	81.54	75.80
Fabricated and structural steel.....	155.4	152.8	175.6	83.22	82.50	80.98
Hardware and tools.....	90.6	90.8	98.9	73.27	73.59	72.38
Heating and cooking appliances.....	96.8	96.2	102.1	71.47	71.08	67.32
Iron castings.....	98.5	97.4	108.5	77.69	76.72	76.14
Machinery mfg.....	107.4	108.3	127.8	78.91	78.05	75.99
Primary iron and steel.....	109.7	109.3	128.7	97.49	92.34	91.58
Sheet metal products.....	103.5	101.0	112.3	79.95	78.69	75.63
Transportation equipment.....	130.3	129.6	149.2	82.47	82.45	75.65
Aircraft and parts.....	368.3	368.1	393.0	87.22	88.75	81.08
Motor vehicles.....	106.8	106.6	139.7	91.81	89.20	75.58
Motor vehicle parts and accessories.....	105.6	102.4	119.1	83.46	81.02	77.74
Railroad and rolling stock equipment.....	80.5	80.3	95.1	72.41	73.32	70.72
Shipbuilding and repairing.....	154.8	154.2	160.7	75.47	76.67	72.14
Non-ferrous metal products.....	126.1	125.4	119.1	84.51	84.53	79.02
Aluminum products.....	124.5	124.9	136.6	80.17	80.63	74.22
Brass and copper products.....	103.0	101.7	107.6	77.10	75.61	74.59
Smelting and refining.....	153.5	152.5	132.0	91.95	92.33	86.39
Electrical apparatus and supplies.....	135.0	135.0	151.6	78.86	78.20	74.64
Non-metallic mineral products.....	132.2	129.1	135.4	77.55	75.45	72.47
Clay products.....	105.7	98.4	106.9	70.28	70.59	68.44
Glass and glass products.....	123.2	133.2	134.8	74.56	71.70	68.26
Products of petroleum and coal.....	141.9	138.9	143.2	105.15	102.86	103.34
Chemical products.....	132.5	131.8	133.8	82.96	83.05	78.56
Medicinal and pharmaceutical preparations.....	120.5	120.2	116.7	73.38	73.76	70.31
Acids, alkalis and salts.....	151.0	150.2	145.8	93.38	93.81	90.45
Miscellaneous.....	118.8	118.4	113.7	65.20	64.22	59.81
Construction.....	130.3	115.9	143.2	75.26	74.19	73.82
Building and general engineering.....	130.8	119.1	150.3	81.93	81.41	81.09
Building.....	131.9	119.5	154.0	80.44	79.65	79.89
Engineering work.....	126.0	117.2	135.0	88.40	88.94	86.52
Highways, bridges and streets.....	129.5	110.8	131.9	64.48	61.76	60.58
Services.....	134.4	130.6	132.1	48.45	48.86	45.87
Hotels and restaurants.....	123.9	119.6	125.4	38.71	38.90	37.75
Laundries and dry cleaning plants.....	118.9	117.4	116.5	44.32	44.45	41.95
Other service.....	184.2	179.0	174.0	70.81	71.81	67.74
Industrial composite.....	118.3	114.6	123.5	70.76	70.35	67.82

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1958	May 1, 1958	June 1, 1957	June 1, 1958	May 1, 1958	June 1, 1957
Newfoundland.....	41.7	41.1	44.8	148.1	154.7	153.1
Nova Scotia.....	40.6	41.2	41.9	148.4	148.1	142.7
New Brunswick.....	41.1	40.3	40.8	142.8	145.4	140.3
Quebec.....	41.5	41.3	41.3	150.1	149.9	144.4
Ontario.....	40.6	40.1	40.2	176.1	174.9	169.4
Manitoba.....	40.5	40.0	40.3	155.7	154.5	149.5
Saskatchewan.....	39.8	39.1	40.4	178.0	177.5	168.5
Alberta ⁽¹⁾	40.5	40.0	40.1	175.4	175.5	168.2
British Columbia ⁽²⁾	38.2	38.0	38.6	202.0	202.0	190.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958 ⁽¹⁾	40.7	167.2	68.05	163.2	125.1	130.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957	June 1 1958	May 1 1958	June 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	41.4	41.6	42.3	194.6	194.8	185.2	80.56	81.04	78.34
Metal mining.....	41.9	42.4	42.9	202.1	202.1	192.1	84.68	85.69	82.41
Gold.....	42.3	43.4	43.1	150.2	158.7	158.5	67.34	68.88	68.31
Other metal.....	41.8	42.0	42.8	218.4	219.1	206.0	91.29	92.02	88.17
Fuels.....	39.4	38.2	40.4	185.8	182.8	178.5	73.21	69.83	72.11
Coal.....	38.7	37.8	38.7	171.2	170.1	162.6	66.25	64.30	62.93
Oil and natural gas.....	40.8	39.2	43.3	211.2	210.5	203.8	86.17	82.52	88.25
Non-metal.....	41.8	42.1	42.6	172.2	175.8	166.2	71.98	75.77	70.80
Manufacturing.....	40.7	40.1	40.5	167.2	166.4	160.7	68.05	67.23	65.08
Food and beverages.....	41.2	40.8	40.9	145.9	146.7	140.6	60.11	59.85	57.51
Meat products.....	40.6	40.5	40.6	170.3	170.9	164.9	69.14	69.21	66.95
Canned and preserved fruits and vegetables.....	38.4	39.3	37.4	131.5	135.0	123.7	50.50	53.06	48.28
Grain mill products.....	42.8	42.5	41.3	158.8	158.4	148.7	67.97	67.32	61.41
Bread and other bakery products.....	43.2	42.6	43.2	133.1	132.2	128.2	57.50	56.32	55.38
Distilled and malt liquors.....	39.5	39.8	40.4	191.4	191.4	183.1	75.60	76.18	73.97
Tobacco and tobacco products.....	40.2	38.6	40.3	164.6	152.1	156.4	66.17	58.71	63.03
Rubber products.....	41.3	39.8	42.3	171.0	167.5	166.9	70.62	66.67	70.60
Leather products.....	39.5	38.9	38.8	114.8	114.3	110.8	45.35	44.46	42.99
Boots and shoes (except rubber).....	39.1	38.1	37.7	109.9	109.6	107.4	42.97	42.05	40.49
Textile products (except clothing).....	41.3	41.0	41.2	124.5	124.1	120.5	51.42	50.88	49.65
Cotton yarn and broad woven goods.....	39.3	38.8	38.7	122.2	122.1	120.6	48.02	47.37	46.67
Woolen goods.....	42.4	41.9	42.7	117.0	116.8	112.6	49.61	48.94	48.08
Synthetic textiles and silk.....	42.7	42.9	43.1	134.0	132.2	127.6	57.22	56.71	55.00
Clothing (textile and fur).....	37.4	37.8	36.8	107.5	107.8	104.4	40.21	40.75	38.42
Men's clothing.....	36.4	37.2	36.0	109.4	108.4	105.5	39.82	40.32	37.98
Women's clothing.....	37.0	37.3	36.0	112.0	113.8	109.5	41.44	42.45	39.42
Knit goods.....	39.0	39.0	39.5	102.4	102.8	100.8	39.94	40.09	38.81
*Wood products.....	41.6	40.7	41.1	146.8	146.5	139.1	60.65	59.63	57.17
Saw and planing mills.....	41.1	40.0	40.3	155.5	157.1	147.4	63.91	62.84	59.40
Furniture.....	42.4	42.1	42.4	132.9	133.3	128.8	56.35	56.12	54.61
Other wood products.....	42.9	41.1	42.3	124.5	125.2	120.8	53.41	51.83	51.10
Paper products.....	41.2	40.8	42.1	193.1	192.9	189.0	79.58	78.70	79.57
Pulp and paper mills.....	41.2	40.6	42.3	206.8	207.3	203.2	85.20	84.16	85.95
Other paper products.....	41.3	41.2	41.7	153.9	152.6	145.8	63.56	62.87	60.80
Printing, publishing and allied industries.....	39.5	39.4	39.9	198.3	199.3	196.9	78.33	78.52	76.05
*Iron and steel products.....	40.8	40.3	41.6	192.6	189.9	182.9	78.58	76.53	76.09
Agricultural implements.....	40.3	40.5	39.4	189.4	190.6	176.8	76.33	77.19	69.66
Fabricated and structural steel.....	40.6	40.1	41.6	185.8	186.1	180.5	75.43	74.63	75.05
Hardware and tools.....	40.6	40.8	42.1	165.7	166.3	161.5	67.27	67.85	67.99
Heating and cooking appliances.....	41.1	40.7	40.4	164.0	164.1	156.3	67.40	66.79	63.15
Iron castings.....	40.1	39.8	41.5	184.2	183.2	177.2	73.86	72.91	73.54
Machinery manufacturing.....	41.2	41.0	42.8	179.9	178.5	170.3	74.12	73.19	72.89
Primary iron and steel.....	41.0	39.6	41.8	231.2	221.7	213.5	94.79	87.79	89.24
Sheet metal products.....	40.8	40.1	40.8	185.2	184.2	175.9	75.56	73.86	71.77
*Transportation equipment.....	40.9	41.1	39.4	189.7	188.5	180.4	77.59	77.47	71.08
Aircraft and parts.....	40.9	42.6	40.9	194.3	192.7	181.9	79.47	82.09	74.40
Motor vehicles.....	41.9	40.7	35.7	206.2	203.4	191.8	86.40	82.78	68.47
Motor vehicle parts and accessories.....	41.5	40.3	40.4	191.1	189.5	182.4	79.31	76.37	73.69
Railroad and rolling stock equipment.....	39.4	39.7	39.4	179.4	180.2	175.8	70.68	71.54	69.27
Shipbuilding and repairing.....	41.0	41.8	41.6	181.5	181.3	173.2	74.42	75.78	72.05
*Non-ferrous metal products.....	40.3	40.3	40.5	194.2	194.6	181.1	78.26	78.42	73.35
Aluminum products.....	41.1	40.7	40.0	164.5	166.7	155.1	67.61	67.85	62.04
Brass and copper products.....	40.1	39.3	41.3	179.5	177.3	168.7	71.98	69.68	69.67
Smelting and refining.....	40.3	40.5	40.4	212.7	213.2	200.6	85.72	86.35	81.04
*Electrical apparatus and supplies.....	40.4	40.0	40.0	172.4	172.5	166.2	68.65	69.00	66.48
Heavy electrical machinery and equipment.....	40.4	39.6	40.5	191.4	191.9	184.7	77.33	75.99	74.80
Radios and radio parts.....	40.5	39.9	39.6	153.0	153.5	146.7	61.97	61.25	58.09
Batteries.....	40.3	40.6	35.4	165.5	165.0	177.6	66.70	66.99	62.87
Refrigerators, vacuum cleaners and appliances.....	40.9	40.7	39.8	172.9	171.7	168.4	70.72	69.88	67.02
Miscellaneous electrical products.....	39.5	39.7	40.2	164.2	164.2	153.2	64.86	65.19	61.59
Wire and cable.....	41.9	41.0	40.4	188.3	187.8	179.9	78.90	77.00	72.63
*Non-metallic mineral products.....	44.1	42.7	42.9	167.5	166.5	159.3	73.87	71.10	68.34
Clay products.....	42.8	42.2	43.0	153.0	155.4	149.2	65.48	65.58	64.16
Glass and glass products.....	42.6	41.6	42.5	167.5	163.3	152.2	71.36	67.93	64.69
Products of petroleum and coal.....	42.0	40.8	41.8	231.6	226.8	226.6	97.27	92.53	94.72
Chemical products.....	40.8	41.1	41.1	180.5	180.1	170.5	73.64	74.02	70.08
Medicinal and pharmaceutical preparations.....	40.2	40.8	41.0	141.0	140.9	132.8	56.68	57.49	54.45
Acids, alkalis and salts.....	41.0	41.4	42.4	207.4	207.1	199.9	85.03	85.74	84.76
Miscellaneous manufacturing industries.....	41.5	41.2	40.7	139.3	137.6	130.2	57.81	56.69	52.99
*Durable goods.....	41.1	40.7	40.7	180.3	179.7	171.7	74.10	73.14	69.88
Non-durable goods.....	40.3	40.1	40.3	153.6	152.7	148.6	61.90	61.23	59.89
Construction.....	41.4	40.3	41.9	177.1	178.1	175.8	73.32	71.77	73.66
Building and general engineering.....	41.6	41.0	42.3	191.6	193.1	189.3	79.71	79.17	80.07
Highways, bridges and streets.....	41.1	39.1	40.9	150.0	147.0	144.1	61.65	57.48	58.94
Electric and motor transportation.....	44.3	43.8	44.2	166.3	165.7	159.2	73.67	72.58	70.37
Service.....	39.8	39.7	40.0	96.8	97.4	93.8	38.53	38.67	37.52
Hotels and restaurants.....	39.8	39.4	40.2	95.1	95.9	92.8	37.85	37.78	37.31
Laundries and dry cleaning plants.....	40.2	40.6	40.1	95.8	95.8	90.6	38.51	38.89	36.33

*Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest							
August	1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
August	1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
August	1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August	1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
August	1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September	1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October	1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November	1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December	1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January	1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February	1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March	1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April	1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May	1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June	1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July	1, 1958 ⁽¹⁾	11,011	13,040	24,051	350,897	155,245	506,142
August	1, 1958 ⁽¹⁾	11,605	11,858	23,363	252,853	119,157	372,010

* Current Vacancies only. Deferred vacancies are excluded.

(¹) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1958(1)

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 30 1958	June 28 1957
Agriculture, Fishing, Trapping	551	401	952	— 1,221	— 999
Forestry	819	3	822	+ 84	— 2,983
Mining, Quarrying and Oil Wells	309	37	346	— 766	— 879
Metal Mining.....	199	15	214	— 116	— 579
Fuels.....	52	8	60	— 504	— 219
Non-Metal Mining.....	43	3	46	— 82	— 26
Quarrying, Clay and Sand Pits.....	3	1	4	+ 1	— 3
Prospecting.....	12	10	22	— 65	— 52
Manufacturing	2,180	1,833	4,013	— 1,029	— 2,367
Foods and Beverages.....	227	302	529	— 65	— 123
Tobacco and Tobacco Products.....	3	8	11	— 8	— 35
Rubber Products.....	23	8	31	— 4	— 19
Leather Products.....	36	105	141	— 2	— 107
Textile Products (except clothing).....	77	107	184	+ 9	— 185
Clothing (textile and fur).....	61	710	771	— 115	— 612
Wood Products.....	277	65	342	— 93	— 108
Paper Products.....	67	43	110	— 30	— 119
Printing, Publishing and Allied Industries.....	76	67	143	— 200	— 153
Iron and Steel Products.....	383	96	479	— 169	— 259
Transportation Equipment.....	394	42	436	— 128	— 356
Non-Ferrous Metal Products.....	107	27	134	— 27	— 95
Electrical Apparatus and Supplies.....	111	100	211	+ 4	— 141
Non-Metallic Mineral Products.....	89	29	118	— 33	+ 14
Products of Petroleum and Coal.....	61	13	74	— 53	+ 29
Chemical Products.....	106	55	161	— 125	— 86
Miscellaneous Manufacturing Industries.....	82	56	138	+ 10	— 12
Construction	1,873	193	1,976	— 935	— 2,186
General Contractors.....	1,369	59	1,428	— 946	— 2,067
Special Trade Contractors.....	504	44	548	+ 11	— 119
Transportation, Storage and Communication	893	272	1,165	— 718	— 161
Transportation.....	790	143	933	— 469	— 88
Storage.....	19	9	28	— 16	— 36
Communication.....	84	120	204	— 233	— 37
Public Utility Operation	103	28	131	— 121	— 86
Trade	1,386	1,865	3,251	— 752	— 982
Wholesale.....	488	367	855	— 157	— 287
Retail.....	898	1,498	2,396	— 595	— 695
Finance, Insurance and Real Estate	613	511	1,124	— 78	— 230
Service	2,976	8,398	11,374	— 2,681	— 3,514
Community or Public Service.....	310	1,379	1,689	— 927	— 364
Government Service.....	1,313	449	1,762	— 851	— 898
Recreation Service.....	266	96	362	+ 48	— 130
Business Service.....	590	356	946	— 163	+ 21
Personal Service.....	497	6,118	6,615	— 788	— 2,143
Grand Total	11,703	13,451	25,154	— 8,217	— 14,387

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JULY 3, 1958⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,077	934	2,011	8,139	2,205	10,344
Clerical workers.....	799	2,530	3,329	18,701	52,998	71,699
Sales workers.....	1,078	1,052	2,130	6,731	18,737	25,468
Personal and domestic service workers...	1,226	6,670	7,896	34,820	23,166	57,986
Seamen.....	8	.....	8	1,833	9	1,842
Agriculture, fishing, forestry (Ex. log.)...	514	167	681	6,085	650	6,735
Skilled and semiskilled workers.....	4,153	1,246	5,399	159,550	28,966	188,516
Food and kindred products (incl. tobacco).....	55	18	73	1,272	862	2,134
Textiles, clothing, etc.....	55	898	953	4,439	18,267	22,706
Lumber and lumber products.....	755	4	759	21,135	197	21,332
Pulp, paper (incl. printing).....	49	5	54	1,397	662	2,059
Leather and leather products.....	25	62	87	1,200	1,433	2,633
Stone, clay and glass products.....	5	.....	5	403	89	492
Metalworking.....	455	22	477	20,926	1,558	22,484
Electrical.....	65	12	77	4,250	1,773	6,023
Transportation equipment.....	4	.....	4	3,607	50	3,657
Mining.....	66	.....	66	2,695	.....	2,695
Construction.....	886	.....	888	33,649	4	33,653
Transportation (except seamen).....	620	28	648	26,311	186	26,497
Communications and public utility...	21	.....	21	963	2	965
Trade and service.....	201	163	364	4,602	2,162	6,764
Other skilled and semiskilled.....	753	27	780	23,590	1,335	24,925
Foremen.....	36	7	43	3,744	374	4,118
Apprentices.....	102	.....	102	5,367	12	5,379
Unskilled workers.....	2,156	441	2,597	115,038	28,514	143,552
Food and tobacco.....	65	113	178	3,363	5,879	9,242
Lumber and lumber products.....	51	4	55	13,268	499	13,767
Metalworking.....	52	9	61	8,315	808	9,123
Construction.....	836	.....	836	49,644	4	49,648
Other unskilled workers.....	1,152	315	1,467	40,448	21,324	61,772
Grand Total.....	11,011	13,040	24,051	350,897	155,245	506,142

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 3, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957
Newfoundland	308	246	136	14,783	23,557	7,867
Corner Brook.....	6	5	7	3,639	5,911	1,922
Grand Falls.....	4	13	17	957	2,177	1,169
St. John's.....	298	228	112	10,187	15,499	4,776
Prince Edward Island	128	126	349	2,291	2,897	1,436
Charlottetown.....	110	93	323	1,274	1,563	903
Summerside.....	18	33	26	1,017	1,334	533
Nova Scotia	859	773	1,319	22,071	28,125	10,013
Amherst.....	17	16	20	877	1,058	442
Bridgewater.....	19	16	14	1,108	1,763	461
Halifax.....	489	497	933	5,621	6,240	2,968
Inverness.....			3	821	870	299
Kentville.....	202	61	47	2,251	3,180	1,031
Liverpool.....	7	15	19	674	898	227
New Glasgow.....	31	47	145	2,654	3,063	959
Springhill.....			14	474	1,032	453
Sydney.....	26	50	51	4,172	5,094	1,820
Truro.....	6	5	33	1,230	1,720	615
Yarmouth.....	62	66	40	2,389	3,207	738
New Brunswick	709	761	1,217	21,309	30,441	12,023
Bathurst.....	6	8	7	2,417	4,152	1,019
Campbellton.....	33	38	43	1,845	2,707	1,109
Edmundston.....	24	6	81	1,562	2,504	664
Fredericton.....	122	124	117	1,977	2,469	896
Minto.....	138	27	233	901	1,017	376
Moncton.....	239	325	396	4,332	6,309	2,521
Newcastle.....	2	6	11	2,135	3,224	1,249
Saint John.....	111	185	167	3,160	3,577	2,734
St. Stephen.....	4	8	85	1,453	2,201	764
Sussex.....	17	32	57	285	536	192
Woodstock.....	13	2	20	1,242	1,745	499
Quebec	5,293	6,008	12,188	159,624	197,191	80,770
Alma.....	50	98	81	1,752	2,096	979
Asbestos.....	13	13	28	1,139	1,160	335
Beauharnois.....	33	38	38	1,067	1,136	514
Buckingham.....	16	57	17	980	1,144	464
Causapscal.....	248	1	416	1,757	3,095	1,306
Chandler.....	4	6	2	736	1,553	299
Chicoutimi.....	75	123	939	1,661	2,033	935
Dolbeau.....	18	15	9	1,595	1,986	771
Drummondville.....	25	23	59	1,920	2,192	1,020
Farnham.....	17	70	20	1,879	1,047	551
Forestville.....	2	21	422	1,502	2,564	464
Gaspé.....	27	20	8	662	1,476	395
Granby.....	17	78	64	1,474	1,821	939
Hull.....	47	62	70	2,789	3,317	1,602
Joliette.....	117	140	172	3,171	3,655	1,325
Jonquière.....	51	66	31	2,097	2,551	1,438
Lachute.....	36	41	30	699	800	317
La Malbaie.....	154	18	8	1,247	1,871	498
La Tuque.....	216	313	1,245	752	1,001	369
Lévis.....	82	122	115	3,105	3,839	2,081
Louiseville.....	57	44	68	1,485	1,342	870
Magog.....		1	2	838	950	373
Maniwaki.....	9	16	25	940	1,486	411
Matane.....	7	12	9	2,054	3,781	1,026
Mégantic.....	15	10	13	931	1,530	494
Mont-Laurier.....	5	3	104	961	1,342	550
Montmagny.....	15	13	15	1,470	2,255	863
Montreal.....	2,519	2,184	5,161	59,477	68,200	29,011
New Richmond.....	5	1	5	1,044	1,935	556
Port Alfred.....	11	7	4	676	1,102	425
Quebec.....	535	697	741	10,998	13,002	6,843
Rimouski.....	59	76	108	2,611	4,128	1,548
Rivière du Loup.....	21	142	76	2,478	5,089	1,178
Roberval.....	32	17	83	1,507	1,821	592
Rouyn.....	38	70	159	4,361	5,255	1,872
Ste. Agathe.....	59	79	89	455	781	206
Ste. Anne de Bellevue.....	45	81	74	839	977	282
Ste. Thérèse.....	21	55	61	1,887	1,509	608
St. Hyacinthe.....	27	329	35	1,843	2,184	1,061
St. Jean.....	66	55	105	1,403	2,037	774
St. Jérôme.....	27	41	66	1,430	1,545	804
Sept-Îles.....	80	62	283	1,193	1,980	650
Shawinigan.....	42	22	62	4,693	5,540	2,109
Sherbrooke.....	72	136	168	4,983	5,816	2,874
Sorel.....	22	45	115	1,998	2,178	789
Thetford Mines.....	44	97	63	1,672	1,892	951

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 3, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957
Quebec—Con.						
Trois-Rivières.....	123	169	269	4,079	4,997	2,219
Val d'Or.....	22	9	110	2,767	3,311	1,187
Valleyfield.....	11	23	77	2,010	2,224	981
Victoriaville.....	22	54	20	2,210	2,535	935
Ville St. Georges.....	34	133	235	2,347	4,130	1,126
Ontario	8,413	10,069	12,936	170,042	185,320	94,834
Arnprior.....	6	59	25	244	282	164
Barrie.....	68	119	61	810	991	520
Belleville.....	71	27	47	1,863	2,073	809
Bracebridge.....	209	159	563	638	868	488
Brampton.....	29	36	50	841	995	395
Brantford.....	56	64	77	3,251	2,991	2,109
Brockville.....	21	23	23	312	471	208
Carleton Place.....	18	15	16	220	313	115
Chatham.....	30	220	37	2,842	2,944	1,355
Cobourg.....	9	12	4	705	763	480
Collingwood.....	16	50	38	420	530	302
Cornwall.....	91	86	282	3,422	3,658	1,749
Fort Erie.....	18	18	48	560	640	276
Fort Frances.....	40	39	25	482	574	170
Fort William.....	124	381	853	1,362	2,003	669
Galt.....	38	53	173	1,727	1,735	668
Gananoque.....	6	12	10	214	321	131
Goderich.....	21	29	34	487	450	286
Guelph.....	24	34	116	1,680	1,797	1,061
Hamilton.....	565	494	668	14,603	15,630	7,901
Hawkesbury.....	29	24	24	795	917	313
Ingersoll.....	33	61	61	658	752	355
Kapuskasing.....	12	31	62	757	1,423	328
Kenora.....	11	52	511	374	656	198
Kingston.....	115	109	124	1,451	1,803	1,067
Kirkland Lake.....	46	51	306	1,119	1,431	467
Kitchener.....	173	171	90	2,547	2,870	1,338
Leamington.....	25	46	66	1,269	1,199	781
Lindsay.....	4	14	24	476	554	362
Listowel.....	47	56	33	247	362	133
London.....	404	540	481	4,571	4,758	3,091
Long Branch.....	164	148	112	3,248	3,638	1,916
Midland.....	47	30	49	400	531	202
Napanee.....	8	11	12	503	668	213
Newmarket.....	37	43	55	1,059	1,089	478
Niagara Falls.....	35	124	77	2,287	2,611	976
North Bay.....	50	266	32	1,267	2,365	859
Oakville.....	68	73	108	995	688	331
Orillia.....	37	21	18	1,076	1,016	377
Oshawa.....	108	113	87	3,942	3,716	2,773
Ottawa.....	967	1,191	1,672	5,252	5,518	3,306
Owen Sound.....	11	11	29	1,627	1,789	710
Parry Sound.....	1	1	12	280	245	98
Pembroke.....	144	186	265	1,650	2,085	934
Perth.....	49	42	52	450	572	211
Peterborough.....	91	169	65	3,484	3,901	1,910
Pictou.....	9	19	29	285	371	117
Port Arthur.....	378	639	464	3,027	4,143	909
Port Colborne.....	14	19	26	881	1,077	306
Prescott.....	18	25	30	686	801	333
Renfrew.....	11	1	12	601	802	254
St. Catharines.....	141	184	144	4,435	4,522	2,528
St. Thomas.....	71	54	109	1,123	1,254	612
Sarnia.....	92	89	136	2,568	2,402	1,376
Sault Ste. Marie.....	286	257	501	2,498	2,670	1,113
Simcoe.....	30	42	66	919	1,013	523
Sioux Lookout.....	7	10	18	175	192	84
Smiths Falls.....	21	17	14	366	424	172
Stratford.....	36	34	37	811	1,031	473
Sturgeon Falls.....	.....	10	4	874	1,209	407
Sudbury.....	227	197	392	4,979	5,643	1,736
Timmins.....	174	263	149	2,234	2,648	843
Toronto.....	2,335	2,234	2,709	43,436	46,757	27,315
Trenton.....	33	63	44	720	837	475
Walkerton.....	72	48	52	401	430	213
Wallaceburg.....	2	3	16	535	527	381
Welland.....	26	38	65	2,565	2,904	898
Weston.....	172	134	181	2,381	2,451	1,460
Windsor.....	72	143	147	13,983	13,108	8,027
Woodstock.....	10	27	24	1,082	1,118	696

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 3, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957	(1) July 3, 1958	Previous Month May 29, 1958	Previous Year June 27, 1957
Manitoba	1,982	2,185	3,369	17,861	22,257	9,851
Brandon.....	278	181	583	1,178	1,662	568
Dauphin.....	64	21	42	781	1,105	344
Flin Flon.....	31	69	67	238	242	167
Portage la Prairie.....	36	70	70	787	997	397
The Pas.....	22	43	27	251	350	78
Winnipeg.....	1,551	1,801	2,580	14,626	17,901	8,300
Saskatchewan	779	1,222	1,562	16,766	13,193	5,276
Estevan.....	43	76	96	399	375	150
Moose Jaw.....	98	206	250	874	934	543
North Battleford.....	37	62	60	766	1,104	368
Prince Albert.....	75	99	106	1,214	1,933	691
Regina.....	165	317	499	3,115	3,218	1,289
Saskatoon.....	213	278	245	2,390	2,756	1,354
Swift Current.....	37	49	82	298	470	189
Weyburn.....	19	50	46	225	256	85
Yorkton.....	92	85	118	1,485	2,097	607
Alberta	3,221	5,365	3,137	21,574	28,624	12,853
Blairmore.....	14	16	5	573	923	257
Calgary.....	1,085	1,150	1,154	5,887	6,733	5,104
Drumheller.....	15	12	110	507	612	246
Edmonton.....	1,574	2,675	1,205	11,145	15,835	5,149
Edson.....	3	18	29	488	758	232
Lethbridge.....	247	1,084	320	1,309	1,750	833
Medicine Hat.....	191	325	206	675	814	566
Red Deer.....	92	85	108	990	1,199	466
British Columbia	2,360	3,094	3,333	65,821	75,146	31,576
Chilliwack.....	90	283	332	1,491	1,706	595
Courtenay.....	10	11	30	1,555	1,450	571
Cranbrook.....	19	24	13	780	1,250	287
Dawson Creek.....	31	38	59	1,285	1,845	327
Duncan.....	20	13	55	1,272	1,415	403
Kamloops.....	20	24	35	1,189	2,326	419
Kelowna.....	56	20	30	960	1,240	541
Kitimat.....	22	14	82	374	463	243
Mission City.....	45	39	300	1,091	1,205	512
Nanaimo.....	17	20	15	2,165	2,106	719
Nelson.....	28	29	26	978	1,267	371
New Westminster.....	189	206	296	8,269	8,311	4,085
Penticton.....	14	14	31	1,030	1,387	316
Port Alberni.....	74	26	38	1,259	1,264	587
Prince George.....	79	66	145	2,045	3,580	1,220
Prince Rupert.....	42	26	90	951	1,587	511
Princeton.....	10	4	7	286	365	175
Trail.....	43	24	8	892	1,184	465
Vancouver.....	1,146	1,855	1,236	31,493	33,884	15,642
Vernon.....	146	40	106	1,111	1,746	733
Victoria.....	222	259	355	4,876	5,094	2,627
Whitehorse.....	37	39	44	469	481	227
Canada	24,051	29,849	39,486	506,142	606,981	266,502
Males.....	11,011	15,172	21,843	350,897	450,357	180,521
Females.....	13,040	14,677	17,643	155,245	156,624	85,981

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (6 months).....	427,149	288,827	138,322	27,050	105,474	152,692	90,840	51,093
1958 (6 months).....	383,959	251,547	132,412	25,626	93,848	132,036	82,486	49,963

Construction	270	208	22	3	263	283	52	16	734	505	138	40	1,291	992	116	36	10,053	7,619	679	869	17,936	13,283	1,874	549
General Contractors.....	235	186	17	3	205	164	29	16	534	421	88	36	1,038	811	78	33	7,222	5,251	514	804	13,434	9,945	1,237	492
Special Trade Contractors.....	35	22	5	.....	63	39	23	.....	150	84	50	4	253	151	38	3	2,836	2,368	165	56	4,502	3,258	637	57
Transportation, Storage and Communication	15	9	.....	.....	115	22	93	.....	294	68	180	77	492	268	51	49	4,843	2,104	2,319	154	4,415	2,891	1,194	107
Transportation.....	7	5	.....	.....	110	17	93	.....	240	40	108	77	457	247	43	49	4,543	1,935	2,272	152	3,498	2,206	1,096	46
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	5	1	3	.....	19	5	8	.....	88	50	24	.....	611	470	88	57
Communication.....	8	4	.....	.....	5	.....	.....	.....	49	27	9	.....	16	16	.....	.....	212	119	23	2	306	215	10	4
Public Utility Operation	9	5	.....	.....	10	9	.....	.....	11	2	6	1	18	12	.....	.....	221	159	29	3	497	499	51	4
Trade	270	144	9	.....	318	138	153	.....	1,187	710	277	10	1,009	545	240	6	7,553	5,002	935	29	13,277	7,999	2,755	87
Wholesale.....	78	29	4	.....	148	42	100	.....	399	148	204	1	350	159	142	4	2,209	1,359	374	.....	4,404	2,451	1,331	35
Retail.....	192	115	5	.....	170	96	53	.....	788	562	73	9	659	386	98	2	5,344	3,646	561	29	8,873	5,548	1,424	52
Finance, Insurance and Real Estate	26	10	.....	.....	15	13	1	.....	169	92	7	1	100	75	5	.....	1,150	734	47	6	1,941	1,251	123	10
Service	551	227	37	1	530	259	186	12	3,318	1,615	1,088	31	2,294	1,060	687	17	19,504	10,275	4,925	166	32,139	16,498	9,168	542
Community or Public Service.....	27	18	2	.....	56	28	17	.....	228	130	58	2	150	70	42	.....	1,300	952	117	9	2,471	1,446	303	24
Government Service.....	401	152	3	1	85	73	6	3	1,004	695	94	21	517	453	19	13	2,829	2,284	296	43	5,929	5,019	598	87
Recreation Service.....	1	1	.....	.....	2	1	1	.....	111	42	44	.....	60	9	34	.....	678	319	210	.....	1,654	725	713	10
Business Service.....	17	7	7	.....	8	5	2	.....	119	72	11	.....	86	40	34	.....	989	651	116	1	2,195	1,133	310	314
Personal Service.....	105	49	25	.....	379	152	160	0	1,856	676	891	8	1,481	488	558	4	13,711	6,116	4,207	113	19,890	8,175	7,334	107
Totals	1,344	635	183	75	1,565	862	513	29	7,653	4,710	1,859	235	6,762	4,036	1,202	476	68,048	43,587	11,021	2,166	99,960	63,165	18,732	2,417
Men.....	1,018	441	151	75	900	474	352	20	4,998	3,258	1,155	224	4,555	2,932	795	472	41,911	26,431	7,002	2,041	66,496	43,346	13,733	2,235
Women.....	326	194	12	.....	665	388	161	9	2,655	1,452	664	11	2,207	1,084	407	4	23,104	13,156	4,019	122	33,464	19,839	4,999	182

1 Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, 1958 TO JUNE 30, 1958
(Source: U.I.C. 751)

Industry	Manitoba						Saskatchewan						Alberta						British Columbia						Canada					
	Placements			Placements			Placements			Placements			Placements			Placements			Placements			Placements			Placements			Placements		
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out
Agriculture	420	327	7	420	1,200	23	480	3,919	2,451	62	266	16,339	3,076	12,919	41	28,863	9,975	15,227	1,673											
Forestry	85	36		26	23	2		231	125	66		600	569	21	12	8,928	6,676	169	455											
Fishing and Trapping	2		2					6	1	4		30	19	7		97	74	14	6											
Mining, Quarrying and Oil Wells	236	197	8	60	185	7	83	512	308	32	59	288	250	2	172	3,965	2,970	175	831											
Metal Mining.....	200	166	8	25	3	4	17	68	35		1	144	107	2	172	2,067	1,563	35	850											
Fuels.....	7	4		32	208	7	65	309	167	31	47	18	18			963	751	32	146											
Non-Metal Mining.....	2	1			1			9	8			11	120			513	306	90	19											
Quarrying, Clay and Sand Pits.....	8	8			24			19	18			2	1			211	186	6	9											
Prospecting.....	19	18		3	9		1	137	80	1		7	4			211	134	2	5											
Manufacturing	3,080	2,032	586	18	963	151	47	2,507	1,711	470	20	5,183	3,963	480	71	53,071	39,017	5,328	948											
Food and Beverages.....	419	255	112	1	380	242	2	2,622	338	242	3	952	749	120	2	6,854	4,625	1,103	52											
Tobacco and Tobacco Products.....	17	6			10	2		9	8			1	1			202	171	5	23											
Rubber Products.....	54	34	6		3			16	9			43	25	13	1	434	316	32												
Leather Products.....	58	60	8		4			16	9			57	39	7		1,403	1,024	164	37											
Textile Products (except clothing).....	682	447	61		25			66	58			140	100	13		6,123	4,757	150	10											
Clothing (textile and fur).....	321	197	81		79	54	11	191	133	26	1	2,370	1,956	157	23	6,652	5,203	637	77											
Wood Products.....	102	65	25	4	4		2	80	48	8	1	289	223	17		2,833	2,065	412	36											
Paper Products.....	215	90	85		29	6		69	39	13		200	107	53	6	2,259	1,265	585	16											
Printing, Publishing and Allied Industries.....	547	387	105	3	402	86	5	378	270	54	1	301	196	33	6	6,912	5,125	652	149											
Iron and Steel Products.....	18	103	18		131	75	27	371	299	23		215	154	13	4	5,466	4,253	379	193											
Transportation Equipment.....	33	49	1		7			48	39	7		200	130	1	23	2,003	1,432	132	239											
Non-Ferrous Metal Products.....	88	45	3	5	10		3	23	13			2	50	29	5	1	2,129	1,655	93	28										
Electrical Apparatus and Supplies.....	140	114	22		79	46	14	321	242	30	2	134	97	24	2	2,160	1,641	268	17											
Non-Metallic Mineral Products.....	30	21			26	18		48	41			6	30	21		558	266	34	40											
Products of Petroleum and Coal.....	128	78	40	3	59	47	3	165	99	57	4	120	92	8		2,666	1,849	412	19											
Chemical Products.....	118	92	13		9	2	1	50	34	9		75	42	15	1	1,810	1,360	154	5											
Miscellaneous Manufacturing In- dustries.....	2,361	1,902	124	169	2,184	1,702	123	3,465	2,478	319	37	2,696	1,895	461	44	41,263	30,407	3,958	1,843											
Construction	1,811	1,432			1,658	1,319	81	2,593	1,540	175	27	2,081	1,552	347	39	30,791	23,021	2,652	1,702											
General Contractors.....	550	470		4	526	383	82	942	638	144	10	615	343	114	5	10,472	7,786	1,306	141											
Special Trade Contractors.....																														
Transportation, Storage and Com- munication	1,128	983	122	90	814	548	147	1,191	692	148	92	998	662	189	12	11,305	8,157	4,443	661											
Transportation.....	992	895	80	86	664	475	96	948	481	10	91	748	481	146	9	12,297	6,782	4,005	578											
Storage.....	88	43	40		80	35	40	124	55	43		102	52	30		1,117	711	285	57											
Communication.....	48	45	2	4	70	38	11	119	66	4		148	129	4		981	664	163	26											

	43	41	3	8	110	76	2	38	198	182	6	2	110	84	7	1	1,227	1,069	104	57
Public Utility Operation.....																				
Trade.....	3,116	1,432	1,121	4	2,350	1,373	628	12	4,363	2,381	1,110	27	3,357	1,979	553	7	36,900	21,703	7,783	182
Wholesale.....	1,524	690	570	2	842	433	319	2	1,821	921	619	2	1,273	640	335	2	13,050	6,875	3,998	48
Retail.....	1,592	742	551	2	1,508	940	309	10	2,542	1,460	491	25	2,082	1,333	218	5	23,750	14,828	3,785	134
Finance, Insurance and Real Estate	506	352	18	1	254	189	14	1	715	394	19	1	716	402	24	5	5,583	3,572	258	25
Service.....	6,421	2,831	2,257	134	4,746	2,263	1,348	342	11,058	5,108	2,672	90	10,745	5,973	2,782	42	91,306	46,109	25,160	1,377
Community or Public Service.....	562	321	80	2	465	283	72	36	1,185	602	65	43	863	366	161	6	7,307	4,416	817	122
Government Service.....	1,282	1,163	22	82	1,010	659	24	300	2,740	2,321	422	38	3,378	2,219	895	17	19,172	14,988	1,870	605
Recreation Service.....	487	80	260	.....	118	52	52	.....	174	70	42	1	241	103	79	.....	3,526	1,404	1,461	11
Business Service.....	301	171	49	.....	215	154	38	.....	1,035	521	53	4	570	355	77	.....	5,535	3,109	697	367
Personal Service.....	3,780	1,096	1,846	8	2,938	1,115	1,162	4	5,924	1,594	2,470	4	5,693	2,728	1,653	15	55,766	22,192	20,306	272
Totals.....	17,398	10,133	4,248	484	13,271	8,208	2,498	1,172	28,225	15,441	4,908	594	41,122	18,932	17,445	410	285,348	169,729	62,619	8,058
Men.....	10,705	7,133	2,092	457	8,828	5,870	1,617	1,003	18,224	10,816	3,126	480	21,391	11,233	8,363	357	182,059	115,951	38,458	7,367
Women.....	6,693	3,000	2,156	27	4,443	2,338	881	169	10,001	4,625	1,782	114	19,731	7,699	9,080	53	103,289	53,775	24,161	691

¹ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE, 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	14.2	2,663	59,561	1,261,750
Prince Edward Island.....	1.6	389	6,939	128,049
Nova Scotia.....	21.9	5,776	91,825	1,767,427
New Brunswick.....	21.8	4,874	91,430	1,854,309
Quebec.....	141.3	39,930	593,579	12,331,817
Ontario.....	137.0	47,318	575,397	11,871,691
Manitoba.....	15.4	4,120	64,525	1,262,804
Saskatchewan.....	8.1	1,889	33,961	667,515
Alberta.....	16.2	4,395	68,182	1,434,590
British Columbia.....	47.6	14,976	199,943	4,412,289
Total, Canada, June, 1958.....	425.1	126,330	1,785,342	36,902,241
Total, Canada, May, 1958.....	582.8	151,004	2,447,879	51,652,555
Total, Canada, June, 1957.....	177.3	64,546	709,167	14,356,036

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JUNE 30, 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	June 28, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	445,487	86,494	33,783	49,387	42,086	41,497	35,078	157,162	34.4	204,516
Male.....	314,910	63,471	23,767	32,612	29,581	29,771	24,530	111,178	37.7	140,265
Female.....	130,577	23,023	10,016	16,775	12,505	11,726	10,548	45,984	26.5	64,251
Newfoundland.....	13,816	1,121	534	1,111	1,016	1,255	1,523	7,256	73.0	6,547
Male.....	12,587	986	483	995	929	1,136	1,387	6,671	75.3	6,047
Female.....	1,229	135	51	116	87	119	136	585	48.8	500
Prince Edward Island.....	1,660	296	84	144	134	121	108	773	62.1	817
Male.....	1,167	212	62	95	87	87	70	554	67.1	600
Female.....	493	84	22	49	47	34	38	219	50.3	217
Nova Scotia.....	26,410	7,233	1,880	2,311	1,964	2,019	1,863	9,140	38.9	10,037
Male.....	22,516	6,705	1,607	1,894	1,631	1,630	1,466	7,583	38.4	8,217
Female.....	3,894	528	273	417	333	389	397	1,557	42.2	1,820
New Brunswick.....	19,410	2,305	1,195	1,919	2,359	1,942	1,570	8,120	63.1	10,083
Male.....	15,543	1,765	938	1,541	1,984	1,640	1,236	6,439	66.7	8,286
Female.....	3,867	540	257	378	375	302	334	1,681	48.4	1,797
Quebec.....	144,823	26,825	10,695	16,414	14,416	15,501	12,150	48,822	36.3	67,801
Male.....	103,287	18,707	7,345	10,650	10,340	12,029	9,172	35,044	41.0	46,609
Female.....	41,536	8,118	3,350	5,764	4,076	3,472	2,978	13,778	24.8	21,192
Ontario.....	145,304	30,725	12,465	17,668	13,063	12,158	10,477	48,748	24.7	70,532
Male.....	122,332	20,849	8,149	10,575	7,946	7,377	6,248	31,188	24.9	44,083
Female.....	52,972	9,876	4,316	7,093	5,117	4,781	4,229	17,560	24.4	26,449
Manitoba.....	14,730	2,316	971	1,546	1,323	1,228	1,106	6,240	29.7	7,106
Male.....	9,440	1,516	601	967	834	792	650	4,080	36.2	4,112
Female.....	5,290	800	370	579	489	436	456	2,160	18.0	2,994
Saskatchewan.....	7,280	1,203	451	612	678	552	573	3,211	52.1	2,916
Male.....	4,718	822	280	349	461	342	346	2,118	59.1	1,716
Female.....	2,562	381	171	263	217	210	227	1,093	39.3	1,200
Alberta.....	17,480	3,418	1,206	1,826	2,187	1,599	1,368	5,876	39.9	8,044
Male.....	12,896	2,635	857	1,281	1,728	1,127	945	4,323	44.8	6,286
Female.....	4,584	783	349	545	459	472	423	1,553	26.2	1,758
British Columbia.....	54,574	11,052	4,302	5,836	4,946	5,122	4,340	18,976	29.3	20,633
Male.....	40,424	9,274	3,445	4,265	3,641	3,611	3,010	13,178	30.1	14,309
Female.....	14,150	1,778	857	1,571	1,305	1,511	1,330	5,798	26.8	6,324

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JUNE 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,221	1,637	584	2,621	2,214	407	700
Prince Edward Island.....	498	328	170	511	426	85	80
Nova Scotia.....	10,044	7,876	2,168	6,410	5,698	712	5,633
New Brunswick.....	4,967	3,253	1,714	5,359	4,755	604	1,197
Quebec.....	47,145	28,432	18,713	47,843	42,657	5,186	12,563
Ontario.....	57,270	31,175	26,095	59,162	51,944	7,218	12,816
Manitoba.....	4,721	3,189	1,532	4,892	4,152	740	986
Saskatchewan.....	2,275	1,460	815	2,188	1,775	413	606
Alberta.....	5,656	3,493	2,163	5,347	4,470	877	2,127
British Columbia.....	20,957	9,926	11,031	21,362	18,613	2,749	5,242
Total, Canada, June, 1958.....	155,754	90,769	64,985	155,695	136,704	18,991	41,950
Total, Canada, May, 1958.....	165,075	106,847	58,228	172,006	150,893	21,113	41,891
Total, Canada, June, 1957.....	86,419	49,768	36,651	89,141	68,227	20,914	23,525

* In addition, revised claims received numbered 27,125.

† In addition, 27,523 revised claims were disposed of. Of there, 2,000 were special requests not granted and 1,124 were appeals by claimants. There were 4,134 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of the Month of:	Total	Employed	Claimants
1958—June.....	4,064,400	3,513,300	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700
August.....	3,998,000	3,792,200	205,800
July.....	3,965,000	3,760,500	204,500
June.....	3,902,000	3,651,700	250,300

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—						
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	128.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1958

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1957	June 1958	July 1958					
(1) St. John's, Nfld.....	109.6	112.3	112.7	111.7	113.5	103.4	108.4	121.9
Halifax.....	119.3	122.4	122.8	115.3	131.5	115.3	125.4	131.4
Saint John.....	122.4	124.9	124.7	117.2	134.7	116.7	121.3	137.2
Montreal.....	122.0	125.2	125.0	125.5	142.6	107.3	118.0	128.7
Ottawa.....	123.4	125.4	125.4	121.0	145.3	111.7	119.0	131.4
Toronto.....	125.5	128.8	128.4	121.4	153.6	113.4	120.9	134.0
Winnipeg.....	120.0	123.3	122.6	120.5	129.9	115.6	117.5	128.5
Saskatoon—Regina.....	119.3	122.2	121.9	119.5	121.2	118.6	123.1	125.8
Edmonton—Calgary.....	119.1	121.9	121.3	118.2	124.4	114.9	120.7	128.2
Vancouver.....	121.7	125.1	124.6	118.8	136.9	113.9	127.5	129.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-JULY 1957-1958(a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
Cumulative Totals.....	157		46,509		750,460	0.11
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.05
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
Cumulative Totals.....	152		50,068		829,350	0.12

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS, JULY 1958, INVOLVING 100 OR MORE WORKERS
(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-days July | Accumulated				
In Progress Prior to July 1958							
MINING— Canadian Gypsum Co. Hantsport and Wentworth, N.S.	Nova Scotia Quarry Workers' Union No. 294, CLC.	300(b)	7,800	Oct. 31, 1957	—	Wages, hours union security and fringe benefits.	—
MANUFACTURING— <i>Clothing—</i> Hyde Park Clothes, Montreal, Que.	Amalgamated Clothing Workers AFL-CIO/CLC	278	6,115	March 17	—	Recognition; certification proceedings forestalled by court action.	—
<i>N on-Metallic Minerals—</i> Dominion Glass Co., Hamilton, Ont.	United Glass and Ceramic Workers of North America, No. 203, AFL-CIO/CLC	848	8,480	May 23	July 16	Wages and fringe benefits.	Wage increase, retroactive pay and 2 additional paid holidays.
CONSTRUCTION— National Association of Master Plumbers and Heating Contractors, Vancouver, B. C.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of U.S. and Canada, No. 170, AFL-CIO/CLC.	1,000	22,000	April 30	—	Wages.	—
Associated Electrical Contractors represented by Construction Industrial Relations, Vancouver, B.C.	International Brotherhood of Electrical Workers, No. 213, AFL-CIO/CLC.	331	7,280	May 30	—	Wages.	—
TRANSPORTATION— <i>Water—</i> Canadian Pacific Steamships, British Columbia Coast, B.C.	Seafarers' International Union of North America, AFL-CIO/CLC; Canadian Merchant Service Guild Inc., CLC; National Association of Marine Engineers of Canada Inc., CLC.	560	10,080	May 16	July 26	Wages, overtime and fringe benefits.	Operations resumed under an administrator appointed under special legislation pending settlement of dispute.
SERVICE— <i>Public—</i> St. John's Municipal Council, St. John's, Newfoundland	National Union of Public Employees, No. 569, CLC	200	1,000	June 27	July 8	Statutory holidays, retention of bargaining rights for foremen, other working conditions.	Dispute settled with assistance of Conciliation Board.

Commencing in July 1958

MINING— Pronto Uranium Mine, Algoma Mills, Ont.	United Steelworkers of America, No. 5253.	417(c)	830	830	July 25	July 27	Not reported.	Return of workers.
MANUFACTURING— <i>Food</i> — Robinhood Flour Mills, Port Colborne, Ont.	United Packinghouse Workers of America, No. 416, AFL-CIO/CLC	195	3,510	3,510	July 8	—	Wages and term of agreement.	—
<i>Wood</i> — Kormak Lumber Co., Kormak, Ont.	United Brotherhood of Carpenters and Joiners of America No. 2537, AFL-CIO/CLC	112	335	335	July 23	—	Not reported.	—
Wesmak Lumber Co., Westree, Ont.	Unorganized	115	345	345	July 29	—	Sympathy strike.	—
CONSTRUCTION— Nelen Company, Fort William, Ont.	International Hod Carriers' Building and Common Labourers' Union of America No. 607 AFL-CIO/CLC	150(d)	300	300	July 2	July 3	Wages, stabilized work week improved safety, paid travel time.	Return of workers, further negotiations.
Acme Construction, Foundation Maritime of Canada Company, Saint John, N.B.	Construction and General Labourers Union, No. 1278 CLC; International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers No. 76, CLC; International Brotherhood of Operating Engineers No. 851, AFL-CIO/CLC	166	1,325	1,325	July 22	—	Union recognition	—
TRANSPORTATION— Saskatchewan Transportation Co., Regina, Saskatoon and Prince Albert, Sask.	Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, No. 1374 AFL-CIO/CLC	158	630	630	July 18	July 22	Wages	6% wage increase retro-active to Jan. 1958; further 5% in 1959.

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.
(b) 43 indirectly affected; (c) 14 indirectly affected; (d) 140 indirectly affected.

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